

intellias



Engineering by people.

INTELLIAS SUSTAINABILITY REPORT

2023



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Welcome to our Annual Sustainability Report, where we reflect on the steps taken to create a more sustainable future for our company, clients, partners, communities, and the planet.

At Intellias, we believe that business success and responsibility go hand in hand. We are committed to leverage our expertise and experience to make a positive impact on the environment and society.



Over the past years, we've strengthened our dedication to Environmental, Social, and Governance principles. We've taken meaningful actions to integrate sustainability into our daily operations and long-term strategies. We adhere to internationally recognized standards, including the UN Sustainable Development Goals and the Global Reporting Initiative, grounding our efforts in responsibility to the communities and environments impact.

Highlights of our Year:

- We expanded our technological and vertical expertise, building a global team, and operating across 14 countries on various continents.*
- Our team has seen meaningful growth, with female representation rising from 24% to 28%*
- We've been recognized by Forbes, EY, and Great Place to Work for our inclusive culture.*
- As a global company with operations in Ukraine, we commit and act respectively to support the people of Ukraine during these challenging times. We've launched a comprehensive Veterans Program and contributed over \$3 million to initiatives aiding Ukraine.*
- Technology is our vehicle for change. We're developing responsible AI solutions and working across sectors such as mobility, renewable energy, and agriculture to address global challenges.*

To our clients, partners, and incredible team: "Thank You" for believing in our vision of a sustainable, innovative future. Together, we're not just developing technology – we're creating positive, lasting impact. Our accomplishments mark significant milestones, while we know that sustainability is a journey, not a destination. We invite you to join us in this ongoing journey.

With gratitude,
Vitaly Sedler
Founder & CEO

About **Intellias**



Intellias, is a global software engineering and digital consulting firm that has demonstrated a 20-year track record of innovation, and impactful contributions across global industries.

We are a trusted technology partner to top-tier organizations that helps them accelerate their pace of sustainable digitalization. Intellias goal is to maintain robust growth while making a positive social impact.

22

years on
the market

3000

employees

25

countries where
clients are located

130+

active clients

I INTELLIAS PARTNERS AND CLIENTS

Using deep expertise in emerging technology, domain knowledge, and high-performance productculture we help organizations create innovative digital products that make impact



I INDUSTRIES AND EXPERTISE

Intellias is at the forefront of technology and industry transformation, delivering solutions that power some of the world's leading brands. Intellias is a catalyst for innovation, actively anticipating upcoming technological shifts to equip our clients with future-proof resilient solutions.

Cloud&DevOps

Data & Analytics

AI/ML

IoT

Cybersecurity

Intelligent Automation

Enterprise Platforms



Mobility



**Financial services
& Insurance**



Telecom & Media



**Retail & Consumer
Goods**



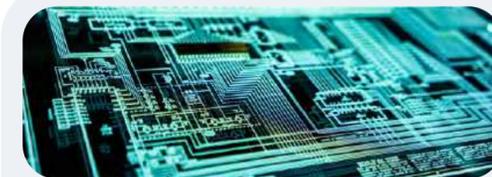
Travel & Hospitality



Healthcare



Manufacturing



High-Tech & Emerging

Implementing **bold**
ideas via digital
technologies

I OUR SERVICES

For our clients, we are not just an IT services supplier but a close partner. We manage to combine the power of a large organization with the culture of a small company. Our success consists of the achievements of each person at Intellias.



Digital Advisory

Navigate the complexity of digital transformation with strategic insights and technology foresight to ensure every move is grounded in real business impact.



Product Services

From ideation to scale, our Product Loop framework transforms concepts into market-ready products, optimizing every stage of the product lifecycle for lasting success.



Engineering Services

Achieve engineering excellence with tailored software solutions that merge quality, scalability, and security, all while accelerating time-to-market.



Technology Services

Empower your business with cutting-edge technology solutions and a proactive approach to emerging trends, ensuring readiness for future industry shifts.



Enterprise Platforms

Streamline operations with integrated enterprise platforms, enabling cohesive data flows and optimized processes for seamless scalability.



Managed Services

Enhance efficiency and reliability with our managed services that offer proactive support, continuous optimization, and flexible scalability across your digital infrastructure.

INTELLIAS LANDSCAPE

Our development centers are located in Europe, the Americas, the Middle East, and Asia.





Our Approach **To Sustainability**

I OUR APPROACH TO SUSTAINABILITY

At Intellias, we acknowledge the vital link between our business operations and the broader ecosystem. We aim to ensure sustainable practices that deliver consistent value to our clients and partners while positively influencing our surroundings.

Our commitment to sustainability is guided by the **UN's Sustainable Development Goals (SDGs)** and we align our operations and business practices with the **Ten Principles of the UN Global Compact**. These landmarks help us shape interactions with all stakeholders, from customers and partners to colleagues and the community at large.



Global Compact
Network Ukraine



We approach sustainable development holistically, encompassing **environmental, social, and governance (ESG)** aspects. By aligning our initiatives with SDG indicators and our people-first culture, we make informed decisions that not only support our business objectives but also foster positive change for society and the environment.



I AREAS OF INFLUENCE

We address sustainability from within both our internal operations and external spheres of influence:



Employees

We cultivate a people-first culture by offering continuous growth opportunities, promoting well-being initiatives, and fostering inclusivity and collaboration.



Operations

We integrate sustainability by optimizing internal processes, reducing resource consumption, and ensuring responsible practices across our supply chain.



Communities

We support local communities through educational programs, sustainability initiatives, and partnerships that address key societal needs, particularly in Ukraine.



Planet

We minimize our environmental footprint by implementing green office practices, encouraging sustainable mobility, and developing eco-friendly digital solutions that benefit clients and society.

I MATERIAL TOPICS

Our approach to stakeholder engagement is designed to foster open communication, mutual understanding, and collaboration to drive sustainability. We recognize the importance of engaging diverse stakeholders, including employees, clients, investors, local communities to ensure their needs, expectations, and concerns are integrated into our decision-making processes.

Quality of Services and Data Security

Ensuring robust data security measures and maintaining high-quality services are paramount. We continuously invest in state-of-the-art technologies and best practices to safeguard our clients' data and deliver superior IT solutions.



Welfare and Development of Specialists

Our people are our greatest asset. We are dedicated to fostering a supportive and inclusive workplace that promotes the welfare, continuous learning, and professional growth of our specialists. This includes comprehensive training programs, career development opportunities, and well-being initiatives.



Key elements of our approach include **Proactive Communication and Responsiveness, Alignment with Global Standards,** and **Collaborative Initiatives**

Based on their significance to our business stability and success, we have identified the following material topics for this report:

Social Responsibility

We are committed to making a positive impact on the communities we serve. This involves engaging in meaningful corporate social responsibility (CSR) activities, supporting local initiatives, and contributing to social causes that align with our values and expertise.



Environmental Impact

As a responsible corporate citizen, we strive to minimize our environmental footprint. This includes implementing energy-efficient practices, reducing waste, and promoting sustainable resource use within our operations. We also encourage our partners and clients to adopt eco-friendly practices.



I STRUCTURE

To ensure ESG topics are addressed effectively, Intellias has a dedicated structure and leadership overseeing these efforts.

Our ESG initiatives are organized into key areas:

Responsibility in Business

Led by our Chief Delivery Officer (CDO) and Chief Executive Officer (CEO), this area focuses on the **quality of services, company growth, and client relationships.**

Responsibility to Colleagues

Managed by the Vice President (VP) of **Talent Management**, this area is responsible for creating a supportive and people-centered workplace.

Environmental Stewardship and Social Responsibility

Overseen by the **Executive Chairman**, with the support of the CEO and other key leaders, this area drives our environmental and social impact initiatives.

Responsibility **In Business**

I RESPONSIBILITY IN BUSINESS

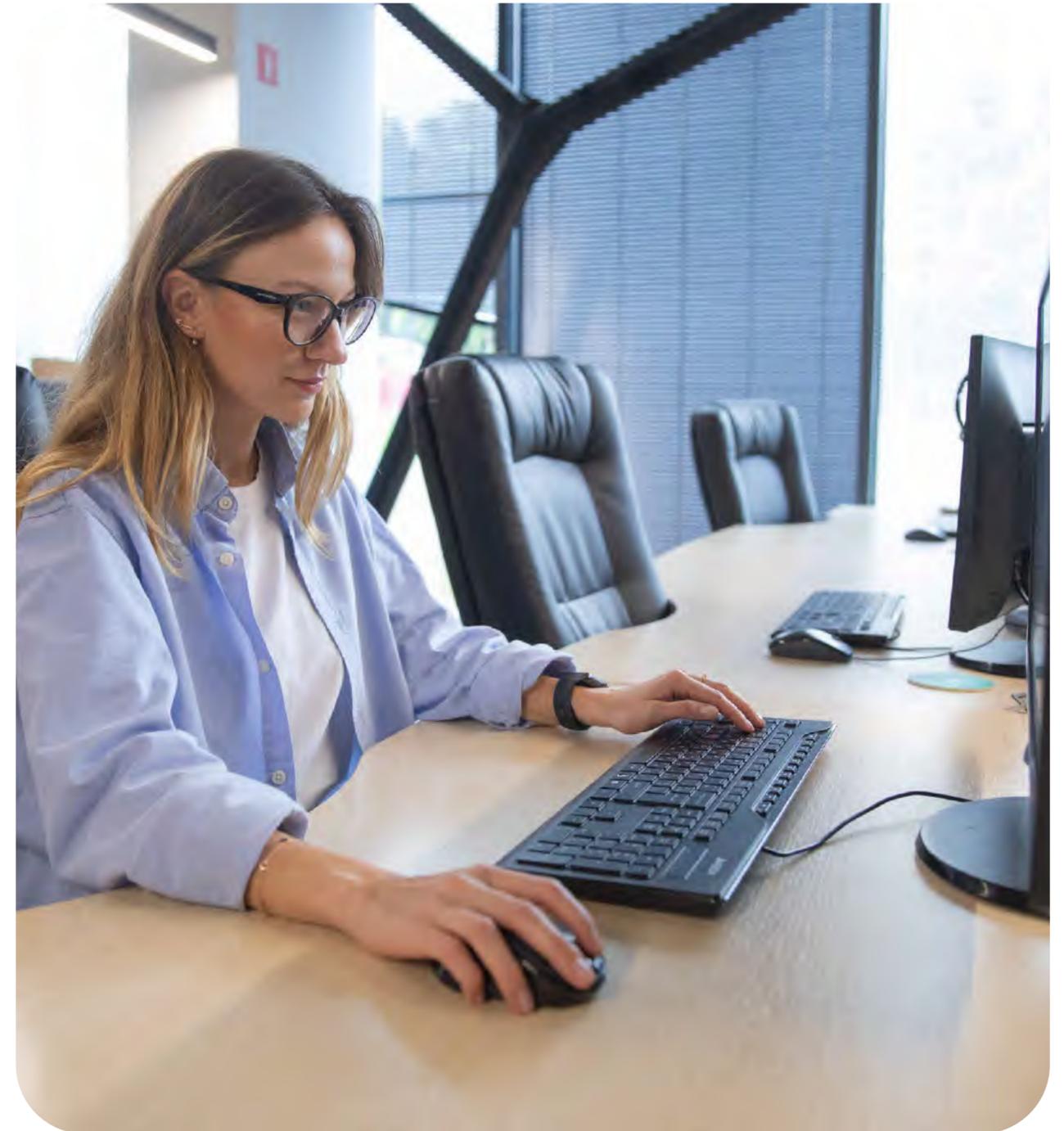
At Intellias, we cultivate collaborative partnerships with our clients, recognizing that their success is intrinsically linked to our own. By involving clients in key decision-making processes, we ensure that our solutions are not only technically superior but also perfectly aligned with their strategic objectives and operational realities. This collaborative methodology fosters innovation, mitigates risks, and ultimately delivers outcomes that exceed expectations.



Our commitment to responsible business extends beyond project execution. It includes a robust governance framework that ensures integrity and ethical decision-making at every level of the organization.

Central to this is our **Code of Conduct**, which outlines our adherence to the highest ethical standards. It covers critical areas such as:

- **Privacy**
Protecting client and employee data in all operations.
- **Intellectual Property and Confidential Information**
Safeguarding intellectual property and maintaining confidentiality.
- **Conflict of Interest**
Preventing personal interests from interfering with business decisions.
- **Corruption, Extortion, and Bribery**
Upholding strict anti-corruption policies across all our markets.
- **Fair Competition and Anti-Trust**
Promoting fair business practices and compliance with competition laws.
- **Whistleblowing and Protection Against Retaliation**
Encouraging the reporting of unethical behavior with assurance of protection against retaliation.



All Intellias employees complete mandatory training, including a test on existing policies, upon joining the company. They are also promptly informed about any updates or changes to policies and procedures.

EXCELLENCE IN SERVICE

At Intellias, we measure our success by the success of our partners. We exceed their expectations through fresh perspectives, unwavering dedication, strategic innovation, an inclusive culture, and mutual trust, fostering deep relationships.

Our commitment to delivering excellence is reinforced by a service quality management system, certified in accordance with **ISO 9001:2015**. This system ensures that our standards meet the highest international benchmarks, as reaffirmed in recent audits.

99,5%

client satisfaction with Intellias service



SoDA



Inc. Power Partner

UK IT INDUSTRY AWARDS

I CODE OF ETHICS AND ETHICS COMMITTEE

The Intellias **Code of Conduct** reflects our unwavering commitment to embedding ethical principles and company values into every aspect of our operations. It serves as a framework for promoting responsible business practices, ensuring that we operate with integrity, respect human rights, and foster a culture of transparency and accountability.

The Code of Conduct outlines the standards expected of all Intellias specialists, covering areas such as business ethics, human rights, environmental responsibility, and social impact. By adhering to these principles, we enhance our ability to attract and retain engaged talent, build long-lasting client relationships, and create high-performing teams.

To ensure our corporate values are integrated into daily work, we cultivate a work environment where efforts are valued, outcomes matter, and individuals are respected. This approach contributes to our strong customer satisfaction and organizational trust.

An Ethics Committee is responsible for overseeing human rights and business ethics. The committee includes representatives from various departments, different genders, and various job levels.

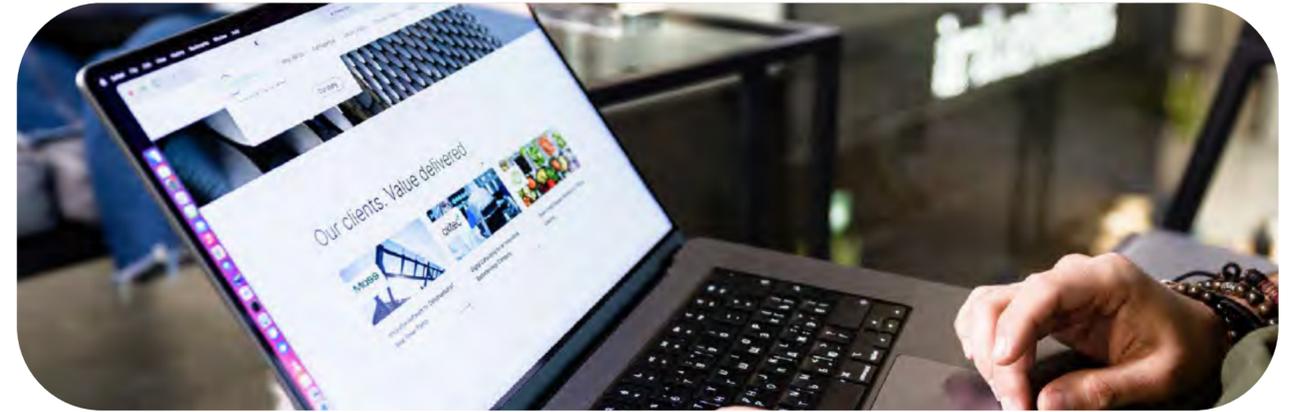
To ensure that employees comply with policies, we have developed **training** on the Code of Conduct which all newcomers must complete upon joining the company. Additionally, we notify all colleagues of any updates to the code.

Additionally, Intellias have established transparent and comprehensive channels for reporting concerns. Our specialists can report **grievances** through a service desk, directly to line managers, through dedicated e-mail, or via an anonymous form. These mechanisms ensure that that we maintain a culture of trust and accountability while promptly addressing issues.



INDUSTRY ENGAGEMENT

By proactively embracing new designations and programs with our partners, Intellias leverages their expertise to craft innovative solutions and tools, resulting in a unique service portfolio. The dynamic synergy between Intellias and our partners empowers us to swiftly implement advanced digital products, fast-track time to market, reduce development costs, and accelerate growth.



Technology partnerships

Intellias utilizes our technology partners' services and industry best practices to deliver holistic solutions and efficient services, supporting our clients' digital transformation.



Industry alliances

We draw from an expansive ecosystem of partnerships built around our key industry focus areas including automotive, transportation, financial services, telecom & media, and agriculture, helping our clients innovate with precision and scale.



Participation in associations, clusters, and communities

At Intellias, our commitment to responsible business practices is deeply intertwined with our belief in the power of collaboration. We recognize that we are stronger together, which drives our active involvement in the global IT community.

In Ukraine, we are proud members of key industry associations, including the Lviv IT Cluster, IT Ukraine Association, Kharkiv IT Cluster, Ivano-Frankivsk IT Cluster, Odesa IT Family, and the ITCF community. We also engage with broader business communities as members of the American Chamber of Commerce in Ukraine.

Our international presence is marked by participation in the Software Development Association (SoDA) in Poland, and our Portuguese office involvement in Porto Tech Hub and Invest Porto.

In 2022, we expanded our community engagement by joining the Dnipro IT Community and Zakarpattia IT Cluster. Additionally, in the United Kingdom (UK), we became members of the Payments Association and the Level39 community. Moreover, Intellias is now a part of the Connected Vehicle Systems Alliance (COVESA), further strengthening our commitment to innovation and collaboration within the automotive tech ecosystem.



Spreading expertise

At Intellias, we believe that shared growth extends beyond our industry partnerships. Our specialists actively share their knowledge and expertise with the wider community, significantly contributing to the IT industry's growth and advancement. This reinforces our role as both a leader and a collaborator in fostering a stronger, more connected global tech landscape.

17

IntelliStart
events

2

University
programs

12

Global tech
webinars

11

Conferences

5

Tech meetups

10K+

Attendees at
Intellias events



Nurturing IT Talent

IntelliStart is a free school that offers courses in Front-end, Java, DevOps, Testing, and more. The main goal is to equip students with practical skills to kickstart their IT careers quickly and successfully. Courses are taught by Intellias specialists with extensive experience. The educational programs follow the 70-20-10 principle: 70% of the time is dedicated to hands-on practice, 20% to collaborative learning, and 10% to theory.

Intellias specialists regularly serve as mentors in joint educational initiatives with universities. The company launches educational projects every year and holds thematic webinars and hackathons. Since 2021, Intellias has been hosting the **IntelliStart educational hub**, where students can study programming for free. In 2022 and 2023, Intellias successfully implemented a Junior Stream program that focused on learning Java and Scala.



IntelliMap Lab, located at Ivan Franko Lviv National University (LNU), is a modern educational space fully equipped for comfortable, effective learning. Under the guidance of Intellias experts, IntelliMap Lab students create Navigation Data Standard (NDS) formatted maps for car navigation systems.

Alongside the lab, Intellias started the IntelliMap Lab training program, a joint program with LNU for the faculty of applied mathematics and informatics. It consists of two parts:

- A two-month training lab with lectures given by Intellias experts.
- A product lab where students complete technical tasks and realistic projects, working in Agile teams under the mentorship of Intellias experts.

At the beginning of the 2023-24 academic year, Intellias launched **IntelliDrive**, a joint educational initiative with Ukrainian Catholic University, where Intellias specialists train third- and fourth-year applied sciences students in embedded programming. Participants in the program developed their own solutions for the Intellias Portable Automotive Kit, which were presented at the 2023 international Consumer Electronics Show (CES) in Las Vegas.



Tech Events and Industry Insights

Gitex Tech Show: Intel & Intellias Showcase

Intellias showcased the ways that the Digital Twins powered by Intel® SceneScape technology can revolutionize how businesses operate, leading the way for a sustainable and efficient future.

Digital cockpit and safety control showcase at CES 2023

Intellias displayed our end-to-end capabilities in the automotive industry along with joint solutions developed with global partners, such as digital cockpit and safety control, connected cars with V2X cloud platform, and connectivity standards with a portable automotive kit.

Hosting Industrial Evolution 2023

Intellias recently held an international virtual conference focused on the latest trends and technologies in the Industrial Internet of Things (IIoT). Experts from manufacturing, construction, industrial automation, and software engineering shared insights on Industry 4.0 and practical IIoT applications.

Sponsoring 2023 Digital Twin & Smart Manufacturing Summit

Intellias was proud to be a silver sponsor of the Digital Twin & Smart Manufacturing Summit, a two-day networking event that brought together industry leaders, experts, and digital manufacturing technology providers to discuss current trends and future innovations in digital twin technology. As a trusted technology partner, we helped businesses accelerate their pace of sustainable digitalization and contribute to the success of the world's leading brands.

Sponsoring Network NOW 2023

Intellias was pleased to be a silver sponsor of Network NOW 2023. We were delighted to exhibit cloud in AIOps, network automation, self-care and self-service, AI-enabled smarter networks and more.

I DATA SECURITY

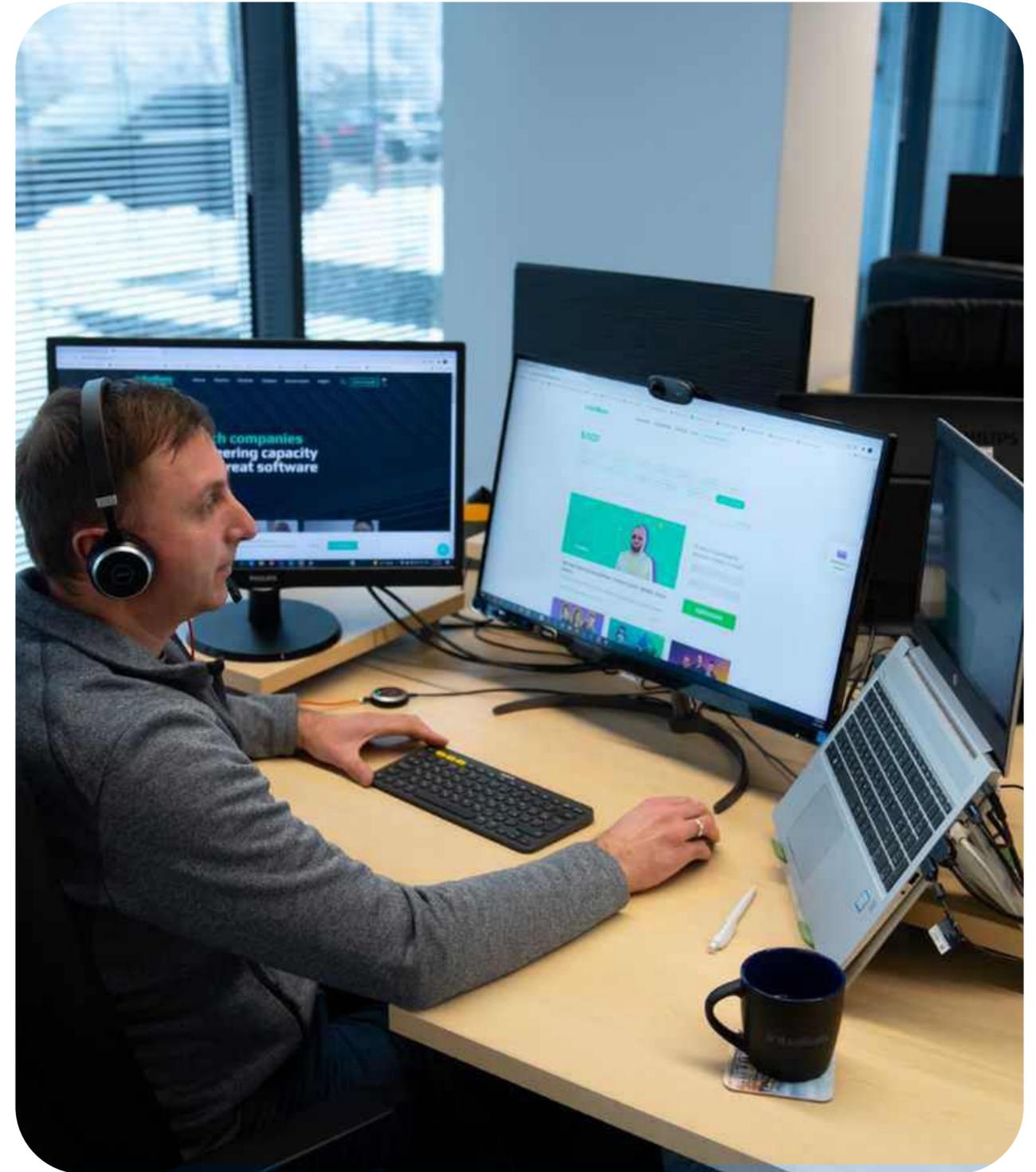
At Intellias, we deeply value the trust our clients place in us, and we are committed to upholding the highest international standards in our operations. We reaffirm this commitment by annually passing certification.

Our information security management system is rigorously aligned with **ISO/IEC 27001** standards, reflecting our dedication to safeguarding data integrity. This commitment is validated by our successful completion of external compliance audits.

Furthermore, Intellias has earned the **TISAX Label**, underscoring our adherence to the stringent information security requirements of the automotive industry.

In 2023, we initiated the implementation of a **Privacy Information Management System** and plan to achieve certification in 2024, further strengthening our privacy safeguards.

We are also fully compliant with **General Data Protection Regulations (GDPR)**, recognizing that our clients' personal data is a vital asset. In processing personal data — particularly that of residents of the European Economic Area and Switzerland — we ensure that every employee, regardless of their role or project, adheres strictly to GDPR principles, guaranteeing the highest levels of data security.



I APPROACH TO GENERATIVE AI

At Intellias, we recognize the imperative of approaching emerging technologies with a strong sense of responsibility, ensuring that we harness their potential while proactively mitigating associated risks. In line with this commitment, we have established a **corporate policy governing the use of generative AI**.

Our main objective is to use public and proprietary AI tools with responsibility, ensuring that we not only unlock new capabilities but also safeguard against potential risks while complying with country-specific regulations.

This policy outlines:

- Ethical and responsible practices applied both internally and externally
- Critical areas to address such as privacy and data security
- Regulatory compliance
- Client-specific restrictions
- Principles of accuracy and accountability



IoT Slammys People's Choice Award
winner for Artificial Intelligence IoT
Solution of the Year 2023

I BUSINESS CONTINUITY

Intellias' **business continuity plan (BCP)** provides employees with a set of instructions and tools to respond properly to an emergency and contribute to swift business recovery. The overall goal of the BCP is to protect people, property, and assets.

The specific objectives of the BCP are as follows:

- Ensure a timely, structured, and coordinated response to incidents that disrupt company operations.
- Provide timely and efficient recovery actions.
- Minimize service losses for clients and other interested parties.
- Adhere to the plan's target recovery time.



To prevent and manage emergencies, Intellias formed the **Emergency Response Team (ERT)**. The main tasks of the ERT are the following:

- Effective identification and elimination of accident and disaster risks.
- Operational response to emergencies and mitigation of their consequences.
- Creation of material and technical reserves to prevent and eliminate possible emergencies.

Furthermore, Intellias recognizes the risks faced by our delivery centers in Ukraine. We have taken steps to address these risks fully in order to ensure continuous operation. All Intellias offices in Ukraine are able to provide stable electricity and Internet connection in case of blackouts and are equipped with bomb shelters containing essential supplies. This allows our specialists to work safely and without interruptions regardless of the situation.

I SUPPLY CHAIN

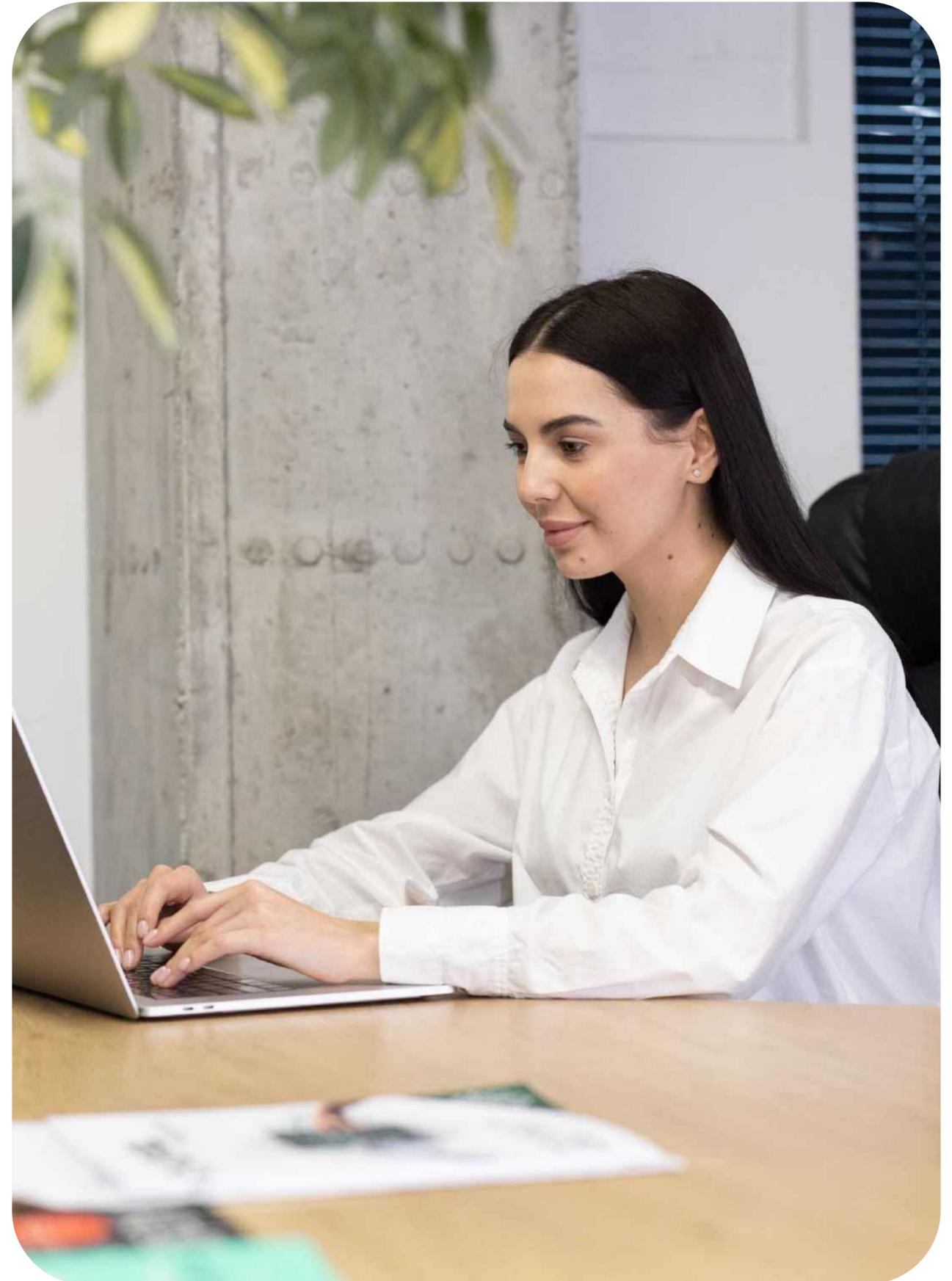
Our supplier chain management approach is built on fostering strong, transparent, and ethical relationships with our partners to ensure sustainability, efficiency, and quality across our operations. We prioritize suppliers who share our values in sustainability, compliance with global standards, and innovation, aligning with our commitment to environmental stewardship and social responsibility.

Intellias has developed a **Code of Conduct for suppliers** to align our partners with the values and principles that are deeply integrated into our daily operations. This code underscores our commitment to fair and sustainable practices, ensuring that our suppliers adhere to ethical business conduct and regulatory compliance. By embracing these principles, we cultivate long-term client loyalty and foster efficient, responsible collaboration across our supply chain.

The Code of Conduct for suppliers covers such topics as:

- Workplace ethics and labor standards
- Business integrity and compliance
- Environmental responsibility and sustainability commitment

Over the coming years, we plan to actively enhance diversity within our supply chain by expanding opportunities for underrepresented suppliers and fostering inclusive partnerships.



Responsibility **To Colleagues**

I RESPONSIBILITY TO COLLEAGUES

At Intellias, our people are central to our success. We promote a supportive, inclusive environment where individuals matter more than processes.

We are committed to **Equity, Diversity and Inclusion (EDI)**, ensuring equal opportunities for all while tracking our progress to build an inclusive workforce.

Employee **well-being** — which includes comprehensive mental health support, flexible working arrangements, and safe, healthy workspaces — is a top priority. We also prioritize **work-life balance** through remote work options.

Our focus on **career development** offers learning opportunities, clear career paths, and flexibility for projects or profession changes. Through formal **feedback mechanisms**, we ensure employee voices are heard, and workplace improvements are continuously made.

By embedding these principles, we align with global ESG standards and create a sustainable, people-centric workplace.



Intellias employer's brand, human-centered culture, and flexible work style are regularly recognized by major global ratings and reputable job boards, including EY, Great Place to Work, and Glassdoor.

In 2023, we received numerous awards globally including:

Forbes



Intellias has also been recognized by local organizations in various countries and has received multiple awards, such as:

Poland



SoDA



Spain



Portugal



Bulgaria



Forbes

Croatia



3000

team members

Intellias is developing as a global company, actively opening locations in new countries.



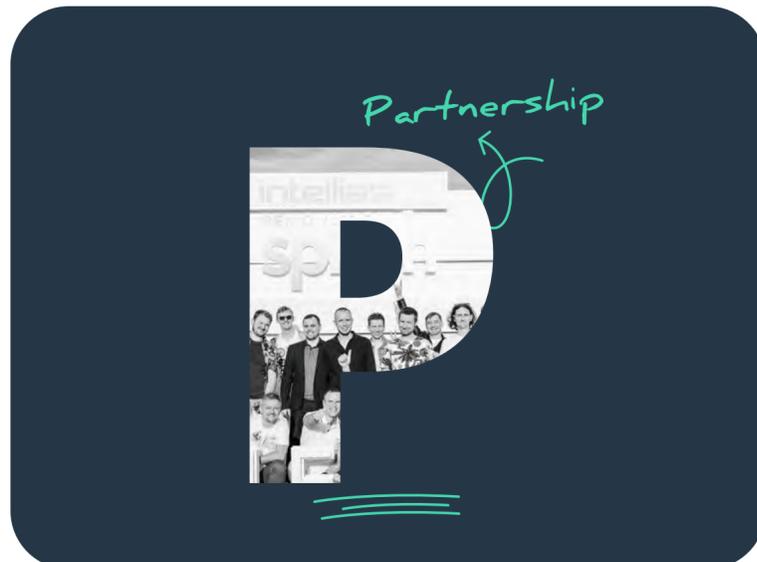
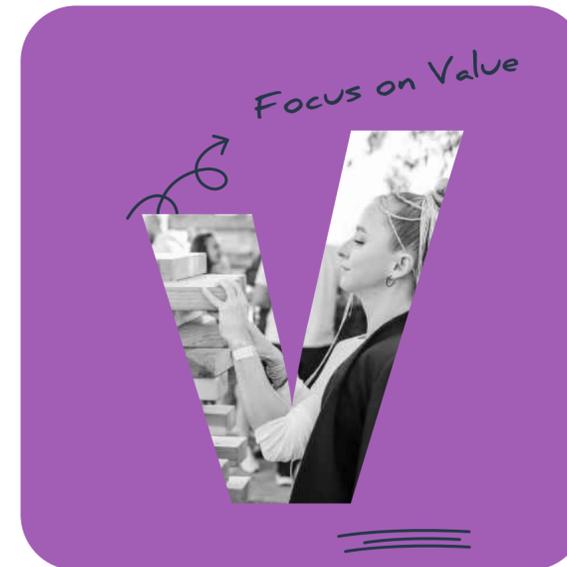
We attract experienced developers, with most being at the senior level. While many of our colleagues are based in Ukraine, Intellias is evolving into a global company, actively opening new locations around the world.



I CULTURE AND VALUES

Partnership

We treat our clients and colleagues as partners. We are deeply committed to teamwork and synergetic in our actions. We act with empathy and reach our mutual goals through an understanding of context and each other's motivations. That's how we succeed together.



I POLICIES ON HUMAN RIGHTS

Our vigorous **Code of Conduct** includes dedicated policies on human rights. In 2023, we enhanced the following policies to strengthen the regulation and protection of human rights within the company:

- Policy of Responsible Parenting
- Anti-Harassment Policy
- Policy of Gender Equality and Equal Opportunities
- Policy against Modern Slavery and Human Trafficking
- Diversity Hiring and Recruitment Policy
- Veterans Support Policy

We also extended these guidelines to all stakeholders, including job candidates, contractors, and partners, ensuring a broader commitment to upholding human rights across the company's entire ecosystem.



I EQUITY, DIVERSITY, INCLUSIVITY

EDI is a key value Intellias actively implements into both our strategy and daily practices.

Our focus areas reflect our core values and address the needs of the communities we serve. We are committed to **advancing gender equality** by promoting equal opportunities for all genders. Additionally, we emphasize **family-friendly** initiatives that support work-life balance for our employees and their families. Fostering **accessibility and inclusion** is also a priority, as we strive to create a welcoming environment for everyone. Furthermore, we provide targeted programs to support veterans in their transition to civilian life.



Advancing gender equality

Family-friendly

Accessibility and inclusion

Support veterans

Our EDI efforts are driven by four key project types:



We provide **training** to raise awareness of diversity and inclusion among our workforce.



We ensure that our organizational framework supports inclusivity at all levels through an inclusive internal infrastructure.



We conduct **data extraction** to analyze trends, assess our results, and improve our EDI strategies.

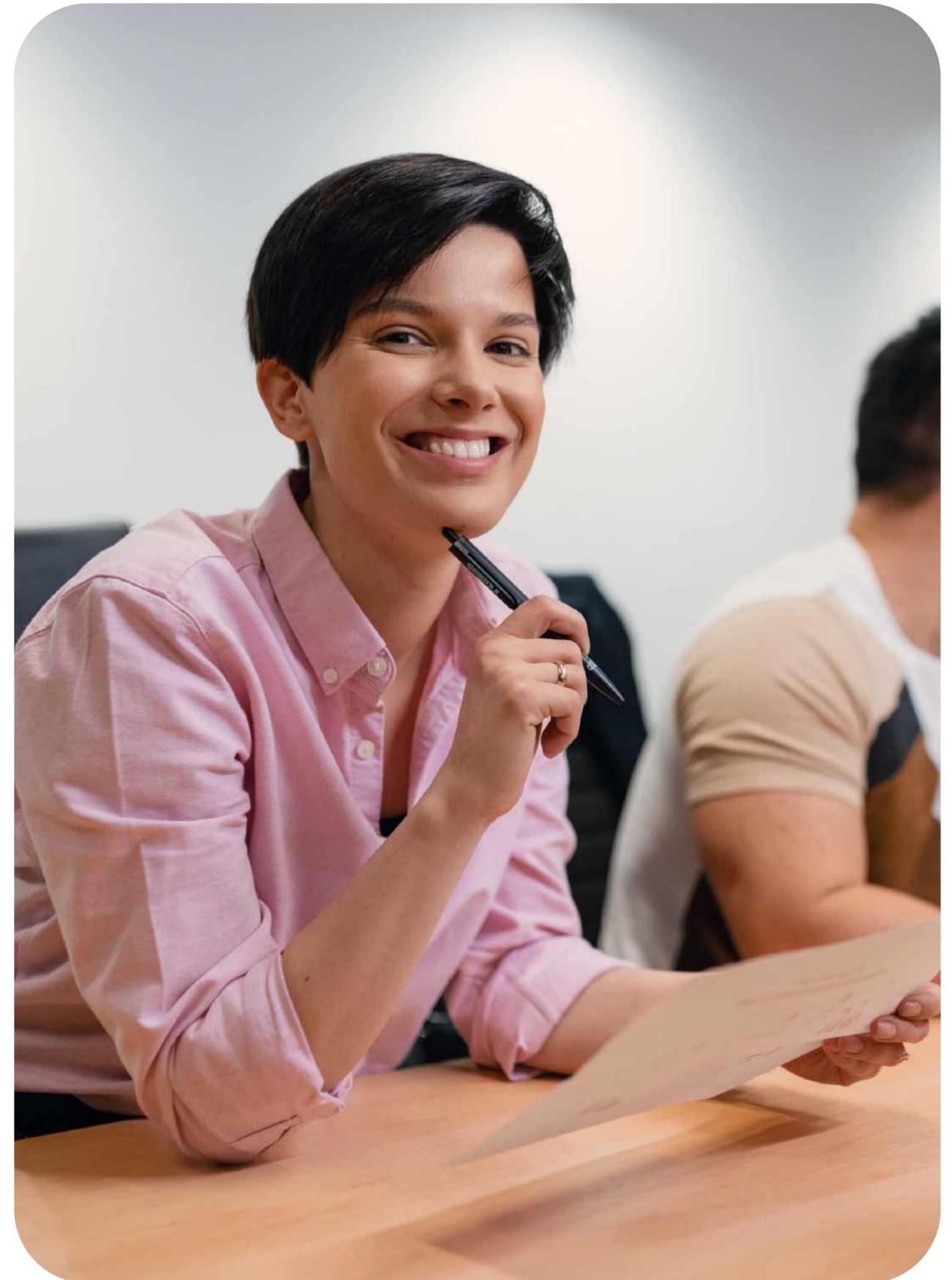


We engage with **external partners and communities** to promote EDI initiatives, creating meaningful change and actively involving diverse groups.

Training about EDI

Intellias consistently conducts training for employees to implement EDI policies. Throughout 2023, we held multiple training and educational events, including:

- Regular EDI workshops for leadership and team leads
- EDI webinar for delivery managers
- Disability, inclusion, and accessibility workshop
- Veteran support webinars for all employees, including managers, recruiters, HR personnel, and people partners
- Training for all employees on conscious/unconscious biases
- Cross-cultural differences training
- EDI trainings for talent delivery and hiring/delivery managers
- Regular meetings for the IntelliParents community regarding responsible parenthood
- Regular meetings for the IntelliWomen community regarding gender equality and women's empowerment



Gender diversity and women empowerment

Intellias is actively working to implement the **Women's Empowerment Principles (WEPs)** into work processes and the corporate culture. The number of female specialists at Intellias is growing and the company is creating even more professional opportunities for women.

In 2021, Intellias became the first IT company in Ukraine to sign the WEPs, initiated by the UN Global Compact and UN Women.

By signing the WEPs, Intellias aims to structure its efforts to systematically reduce inequality in the IT field. Every year, Intellias evaluates the effectiveness of its implementation of the WEPs and related initiatives.



WEPs implementation progress

The WEPs Gender Gap Analysis Tool allows companies to measure their progress in implementing the WEPs. It assesses implementation in four areas: leadership, management, workplace and conditions, and market and community.

According to this tool, Intellias has nearly tripled the effectiveness of implementing all principles, moving from 14% in March 2021 to 58% in March 2024*.



Female Specialists



Women In Management



Women In Delivery



**Please note: the results of the WEP Gender Gap Analysis tool cover progress from March 2023 to March 2024.*

Family-friendly environment

We support our employees and their families, extending this support even to children who have not yet been born. Before maternity leave, specialists have the right to prenatal care compensation which covers the costs of medical examinations and diagnostics for expectant mothers.

We also provide **health care expenses compensation for newborns** incurred by new parent employees during the first year. Maximum compensation is defined by location and number of children. In the case of twins or triplets, the maximum amount is doubled or tripled, respectively. All employees with newborns also receive care packages containing essential baby supplies.

In 2023, we launched IntelliParents, a helpful community for parents united by common interests and goals. Participants take part in events related to responsible parenthood, share experiences and useful information, and receive support from fellow parents in a friendly environment.

Furthermore, our larger offices are equipped with **children's rooms**, where employees can leave their children in the care of babysitters. This was especially important at the beginning of the full-scale invasion in Ukraine, when many female specialists and their children were displaced.

In 2023, 38 specialists went on maternity leave, with 27 returning to work within the same year. Five remained on leave, while six chose not to return.



Accessibility & inclusion

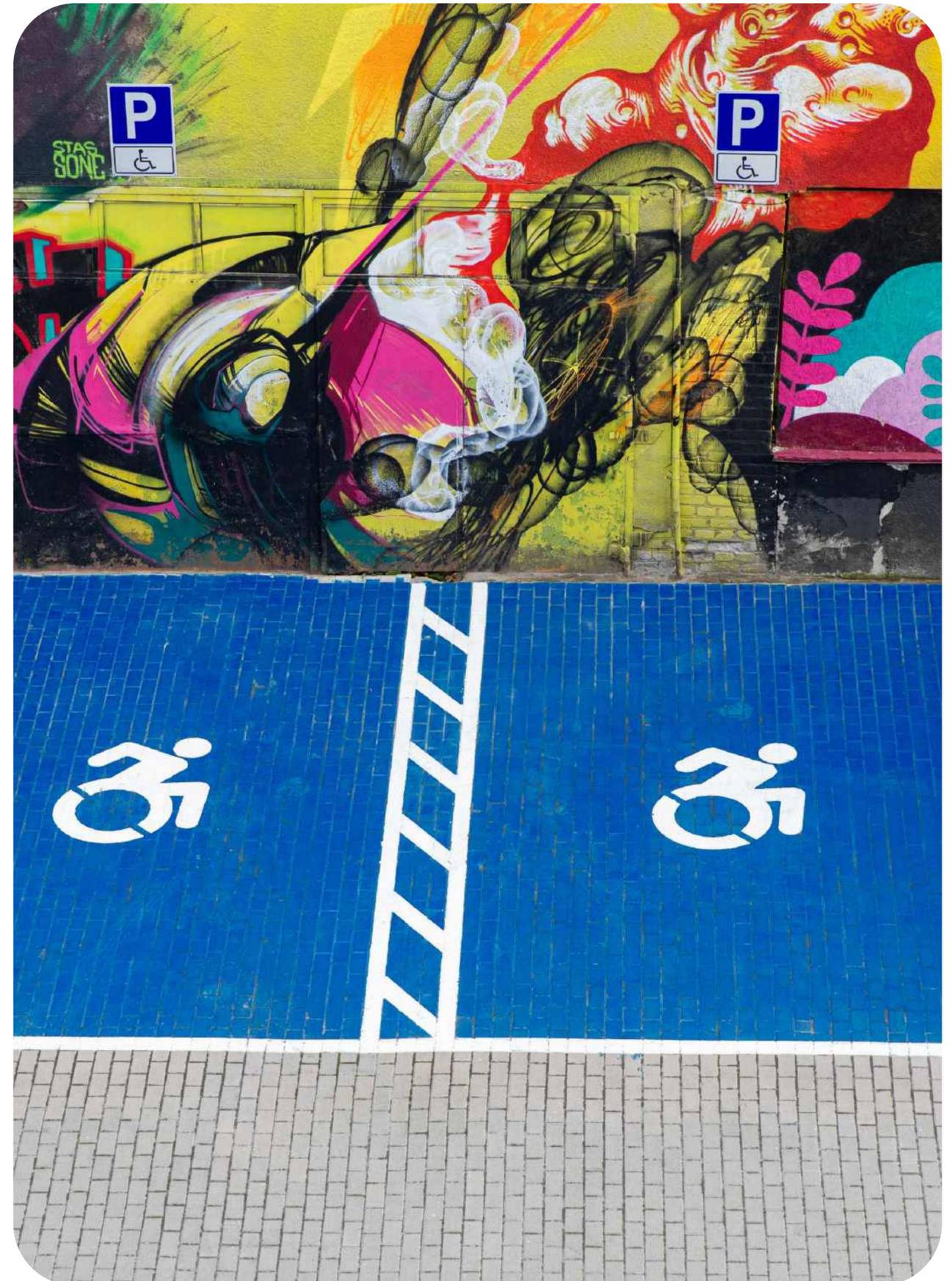
Our long-term goals for accessibility and inclusion include creating inclusive workplaces and providing equal opportunities for minorities and disabled people throughout the employment lifecycle.

Over the past year, we conducted a company-wide **inclusivity and accessibility audit** to ensure barrier-free access and a comfortable environment for all our employees and visitors across Intellias offices worldwide. We continue to implement recommendations from this audit to make our offices more inclusive and accessible.

Our commitment is further reflected in the various initiatives we have undertaken, including a **Disability Inclusion and Accessibility Workshop** conducted by inclusion experts. We also organized **Inclusivity Awareness Days**, featuring a special movie night and engaging activities designed to promote a deeper understanding of inclusivity.



Intellias Wins Bronze for UnSEEn Initiative at Corporate Engagement Awards



As an example, during the movie night in Lviv, participants experienced "Harry Potter and the Philosopher's Stone" with their eyes closed, using audio descriptions to create a truly **inclusive viewing** experience. Additionally, Intellias teams participated in activities such as an interactive tour in complete darkness and a touchable **art exhibition** in collaboration with a local museum to celebrate International Persons with Disabilities Day.

These initiatives showcase our commitment to creating an environment where every individual can thrive, regardless of their abilities or limitations. At Intellias, diversity is not just a concept, but a strategic approach integrated into our business development.



Veteran support

In 2023, after several employees returned from military service, Intellias began focusing on creating a supportive environment for their reintegration.

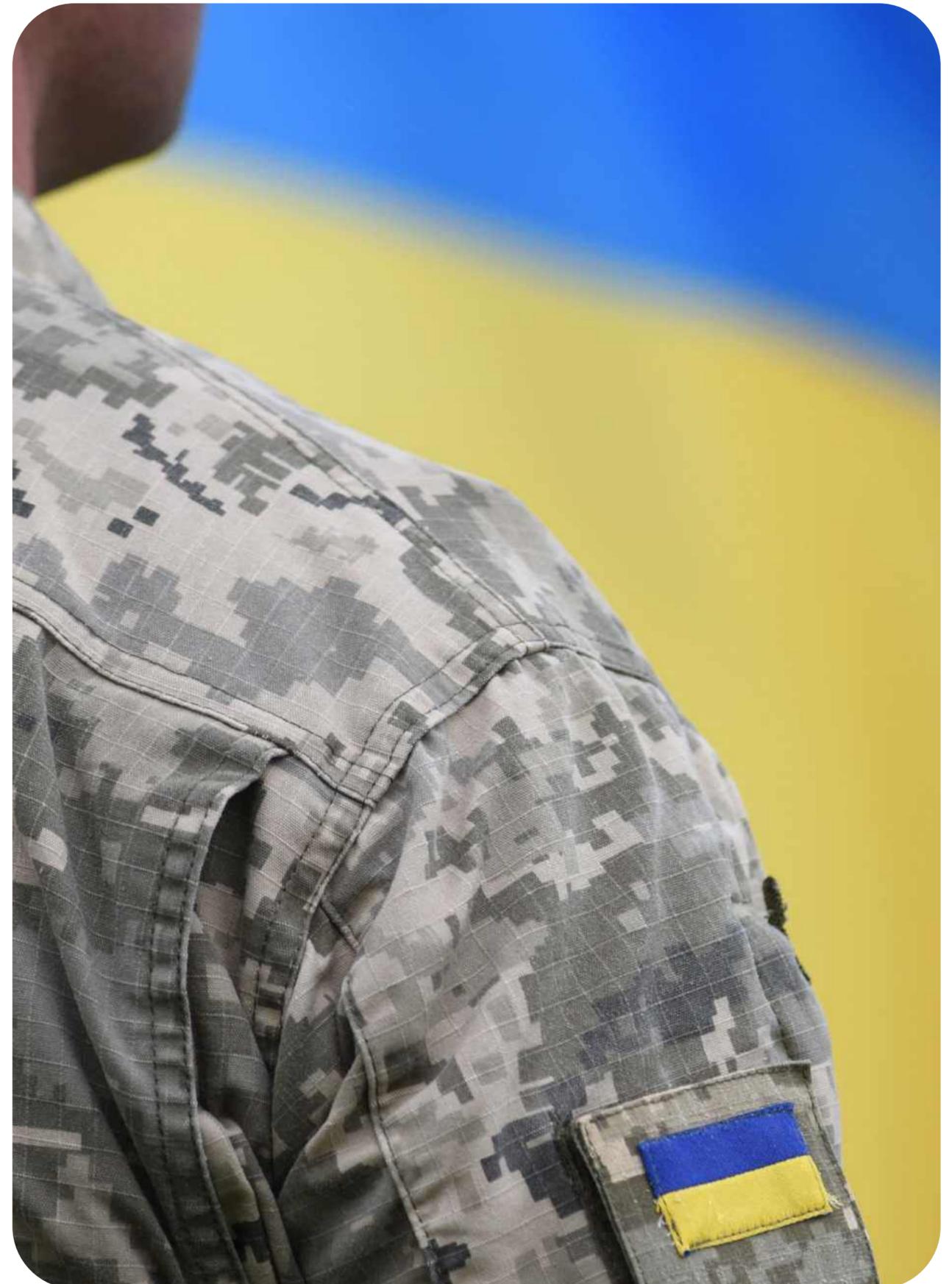
To formalize our commitment to veterans, we signed a **memorandum with Veteran Hub**, the largest Ukrainian NGO specializing in veteran support.

We believe it is essential not only to assist veterans with their adaptation but also to cultivate a welcoming atmosphere within the company. To this end, we established a **cross-functional team** comprising members from Employee Experience and CSR. This team received specialized training from Veteran Hub and held sessions for managers and teams who were welcoming back returning veteran employees.

Throughout the year, we developed and finalized a **comprehensive adaptation program** for veterans, along with a dedicated support policy. Additionally, we provided training for all colleagues including managers, HR personnel, recruiters, and people partners on effectively supporting veterans in the workplace.

Forbes

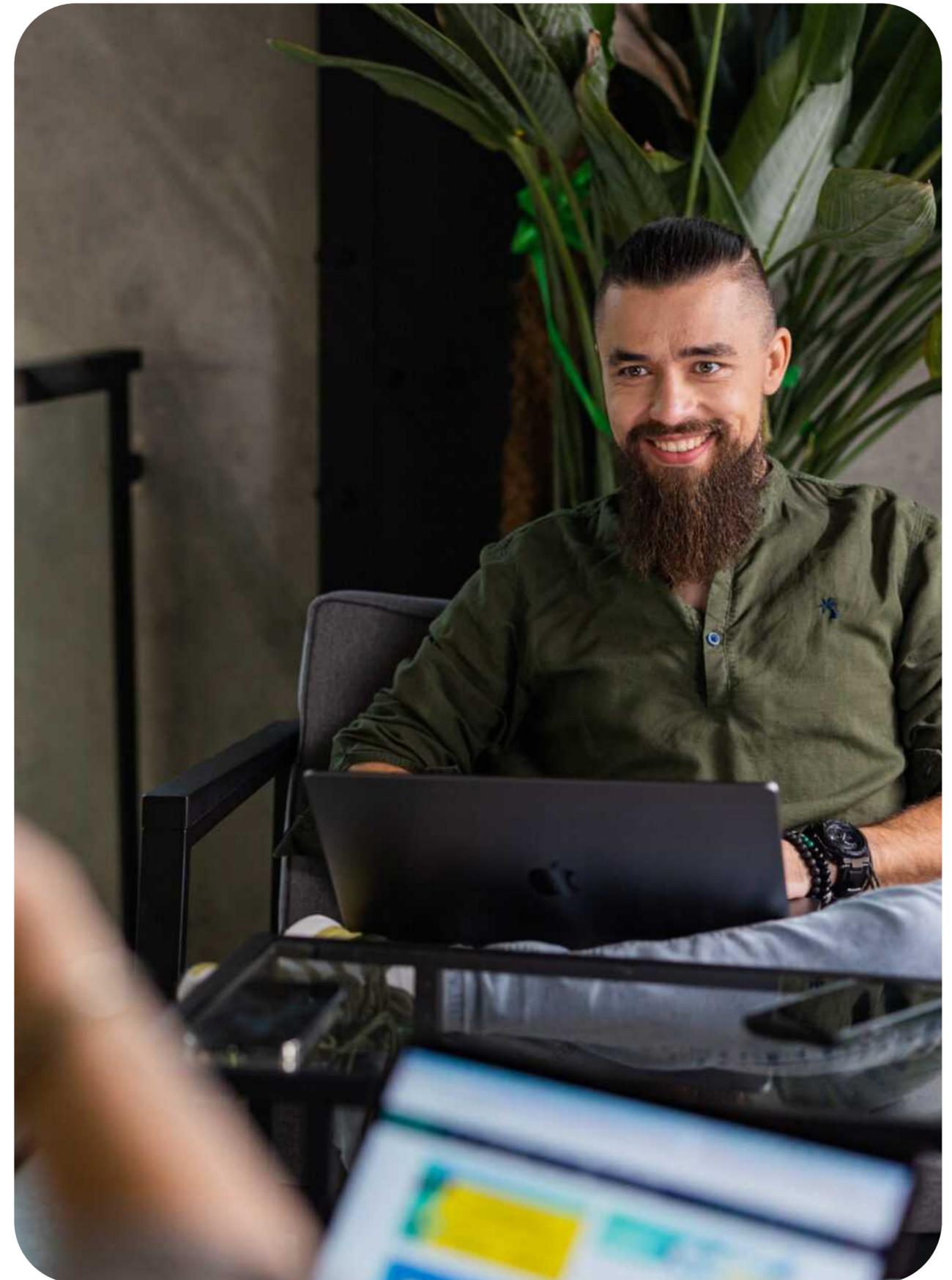
Intellias was recognised by Forbes UA as one of the top 25 veterans' friendly employers



We also designed opportunities for the returning veteran employees. For example:

- Providing all mobilized Intellias specialists with a military leave package
- Creating the internal IntelliVeterans community to offer mutual support and ease adaptation back into professional life.
- Launching Military Buddy, a social and educational program to foster understanding and to support interactions with veterans in the workplace.
- Providing physical and psychological rehabilitation through an extended medical and psychological assistance program.
- Implementing retraining programs for veterans to enhance their professional qualifications.
- Introducing an ecosystem to aid veterans in requalification and professional development.
- Supporting the families of mobilized employees and veterans by offering financial and psychological assistance.

These efforts have received positive feedback from our veterans and the relevant NGOs. We have also actively engaged in external initiatives, sharing our experience in implementing the veterans' adaptation program.



I MENTAL HEALTH AND WELLBEING

Intellias cares about the well-being of our specialists. To this end, we strive to offer effective mental, physical, and social health services. We provide a range of convenient, practical resources such as books, meditations, and health insurance as well as compensation for sports and therapy, all aimed at enhancing our employees' comfort and enjoyment at work.

Moreover, at Intellias we have **flexible working hours and opportunities** for remote work. This gives employees the means to achieve an effective work-life balance by allowing them to solve personal health problems, care for sick children, volunteer, or take mental health days when needed.

In addition to these benefits, Intellias organizes **internal events** covering various topics to foster a sense of happiness and belonging among our people. These initiatives are part of our commitment to well-being, ensuring that employees feel connected, valued, and supported within the company.

291

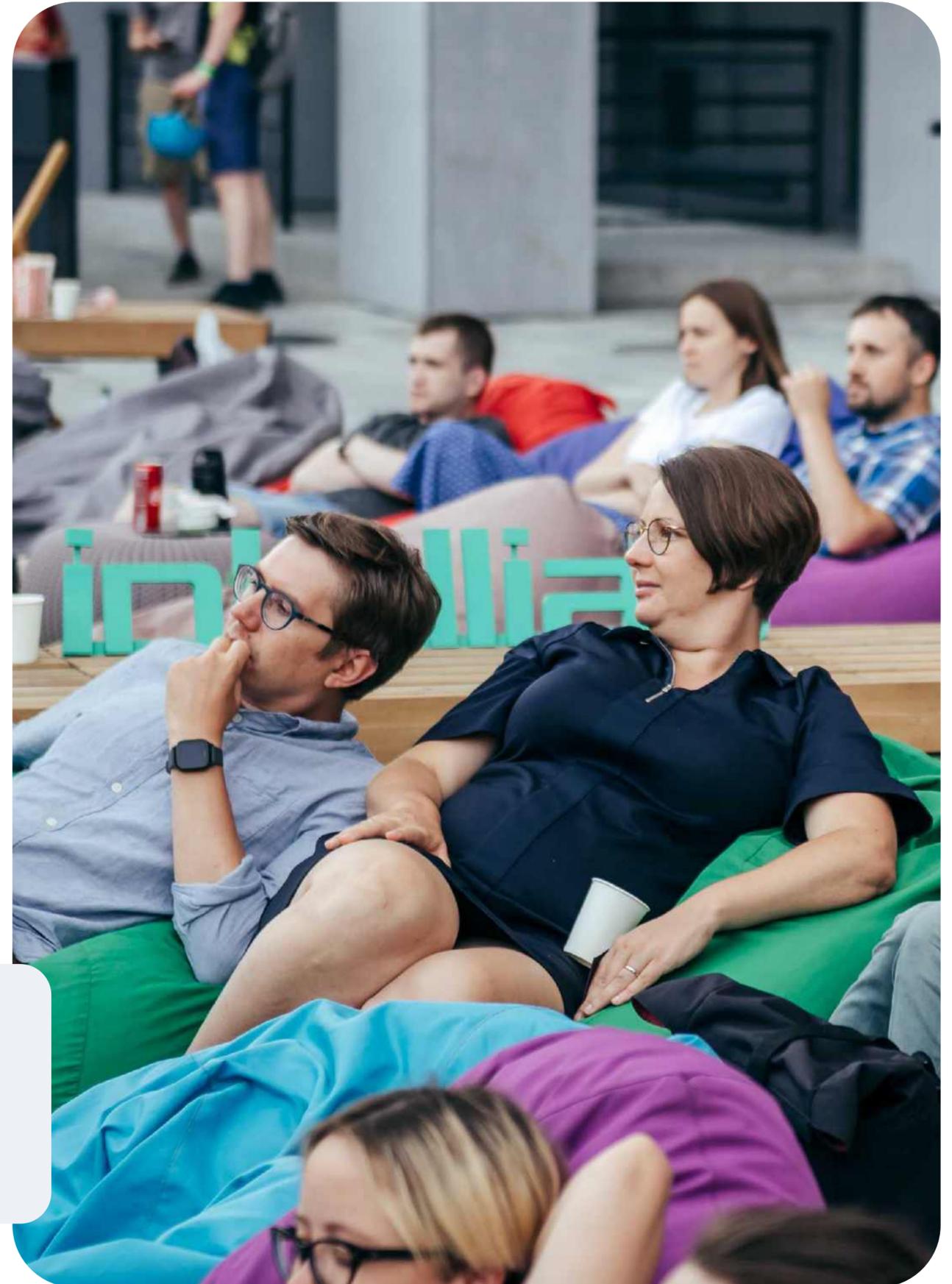
Activities

11,587

Times colleagues
participated

75%

Satisfaction
rate



Online yoga classes

Our yoga classes are designed to provide a space for our specialists to find peace of mind, body, and spirit. Twice weekly, all our specialists are welcome to join online yoga classes, led by a certified yoga instructor. We also hold yoga marathons where colleagues can learn more about the philosophy of yoga and try out specific styles.

Health-related educational meetups and workshops

To support the mental health and well-being of our colleagues, we regularly hold online meetings with doctors, nutritionists, and sports figures. Additionally, we provide a list of self-help resources and regularly distribute useful items aimed at improving mental health.



Psychological support

During challenging times, it is crucial to prioritize mental health and provide psychological support. Intellias is a human-centric company and attention to individuals is paramount, which is why we are committed to supporting the mental well-being of our specialists.

Through **IntelliCare**, employees can attend up to eight one-on-one or group psychotherapy sessions, attend various lectures and webinars, access useful self-help resources, etc. In 2023, multiple meetings were held with guest speakers including psychotherapists, psychologists, and experts in the culture and history of self-development.

In 2023, we also organized the **Resilient Minds Mental Health Program**, a comprehensive mental health training program that combines the principles of Cognitive Behavioral Therapy (CBT) with an understanding of thoughts, emotions, and behaviors. This program aims to equip employees with practical tools, frameworks, and knowledge to enhance resilience, manage stress, regulate emotions, and promote positive mental well-being. By integrating CBT techniques and exploring the interplay between thoughts, emotions, and behaviors, employees can build a strong foundation for maintaining optimal mental health.

The **Resilient Minds Mental Health Program** program consisted of:

- Ten sequential modules, incorporating both CBT principles and an in-depth exploration of thoughts, emotions, and behaviors.
- Brief post-training exercises to help implement newly acquired knowledge into daily life.
- Workbooks containing all materials and exercises.
- Incentive bonuses and gift for participants.

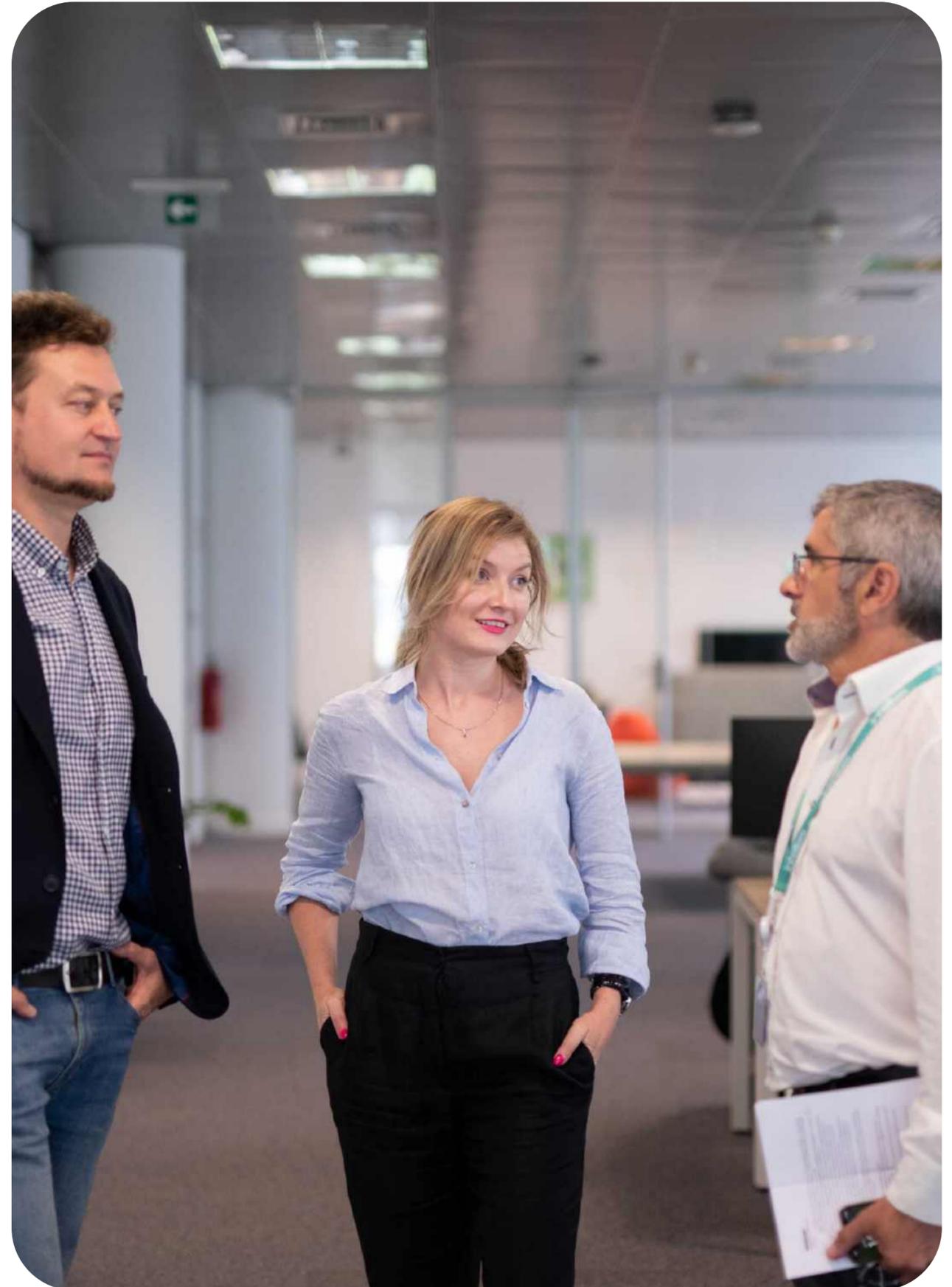
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Intellias employees underwent training during the Resilient Minds Program. Its resources and meeting recordings are also available to all IntelliPeople for future reference.

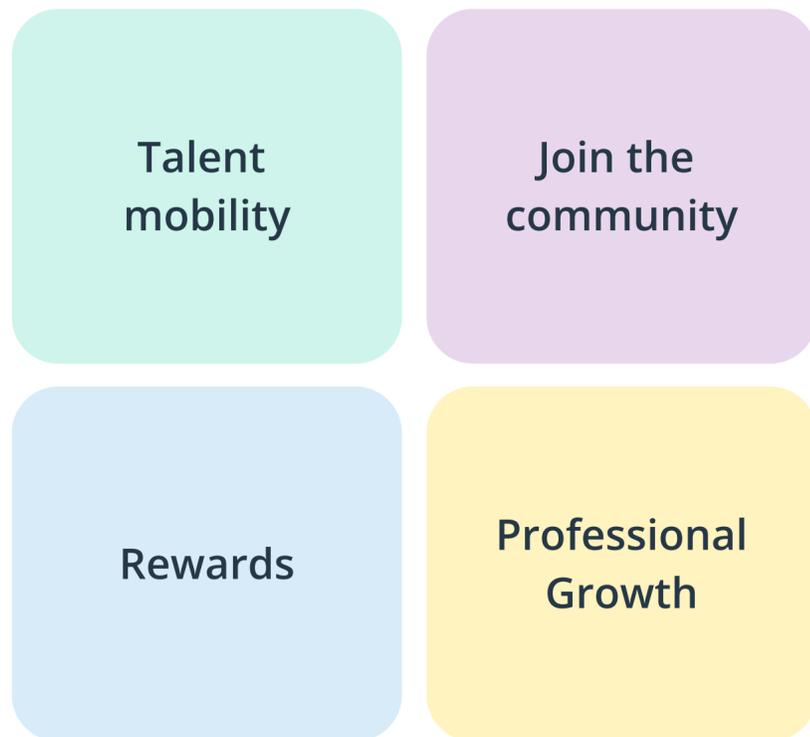
I GROWTH AND DEVELOPMENT

Professional growth at Intellias is one of our top priorities in people management. Intellias values include a growth mindset, which assumes that:

- We are inspired by rapid growth and the opportunities it brings.
- We use business growth to create opportunities for people.
- We use people's growth to create business opportunities.
- We take on extraordinary challenges, learn quickly, and try new things.
- We never stop.



Intellias allows all employees to manage their own career growth and development. All opportunities, available to all specialists, are collected in one place — **Career Hub** — which offers the following:



During the reporting period, the Talent Growth and Development team accomplished the following:

2046

employees took advantage of career development opportunities such as competency assessment, skills check, and efficiency and cooperation evaluation.

389

technical and non-technical trainings

469

skills checks

1931

performance and collaboration & evaluation (PACE) checks

114

open educational events

31

employee certifications (22 on Amazon AWS and 9 on Microsoft)

2229

employees taking part in internal and external educational opportunities

Tech solutions for HR processes

At Intellias, we are constantly working to simplify and automate processes, related to HR, professional development, and career advancement. Our goal is relieving people of routine tasks, freeing up time for more engaging work. We aim to make access to the company's services as easy as possible. We've launched the following key projects:



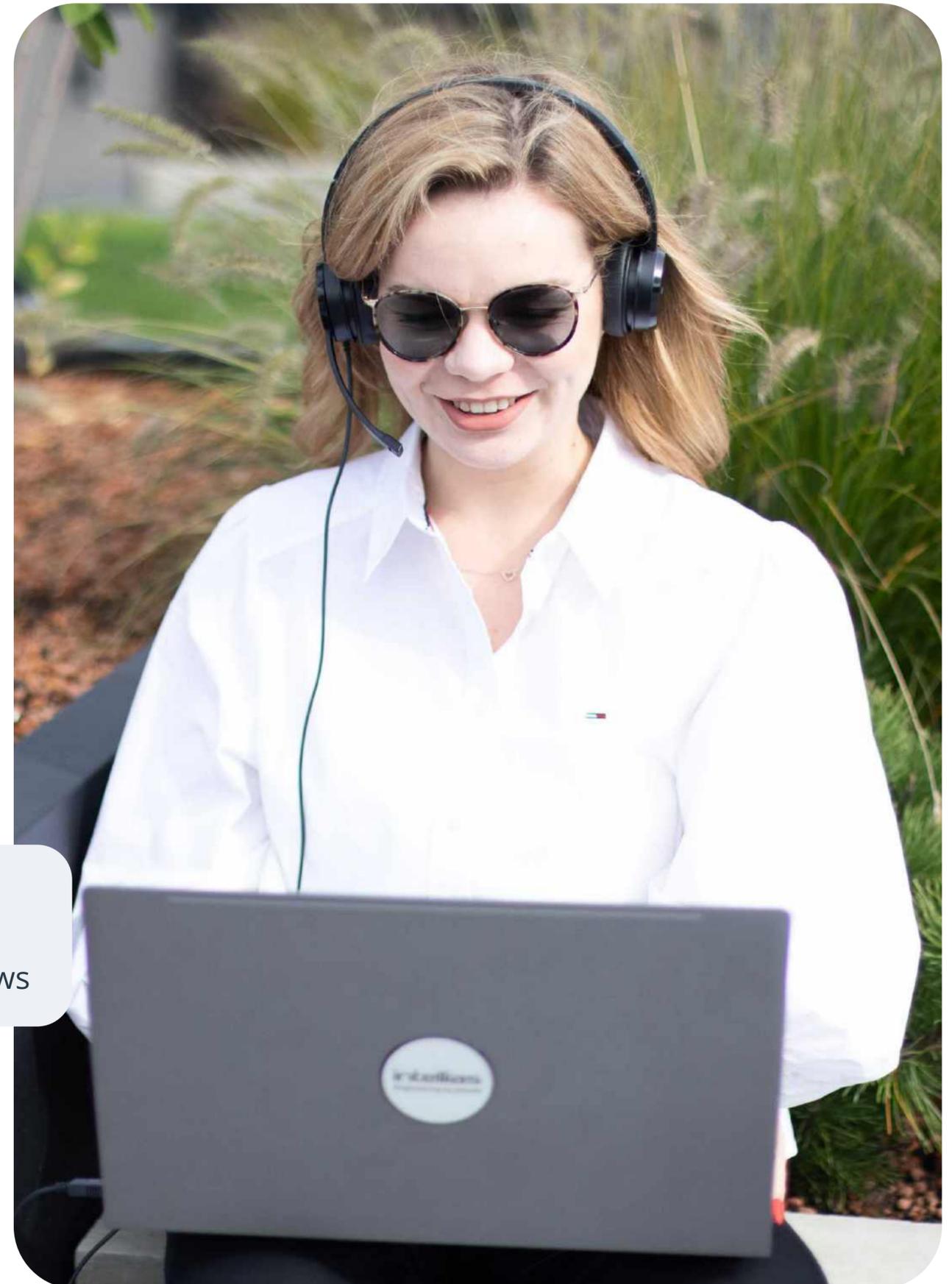
1. **IntelliHub** unites all career opportunities that Intellias has to offer, including relocation, feedback, mentorship, salary reviews, and rotation. Employees can use the platform to check their benefits package, create requests, offer initiatives, access Fuel50 and many more. Since its launch, the platform has gained 8,900 unique users.
2. **Managers Portal** is aimed at increasing Managers' efficiency and keeping reminders of different activities that require managers' approval in one place. Since its launch, it has gained more 2000 sessions and 359 unique users.
3. **Employee Exit Prediction model** based on ML algorithms that aims to predict exit risk for each Employee and trends by Job profile
4. **Pre-boarding portal** is designed for our new colleagues joining Intellias in any of our locations. The portal improves the onboarding experience by involving newly hired employees in collaboration with Intellias right after signing the contract.

Everyone at Intellias has free access to a personal account on one of the world's leading **online educational platforms** — Udemy, Coursera, or O'Reilly — to study for a year, access libraries, and receive personal certificates upon course completions. 1,624 times colleagues took advantage of this opportunity in 2023.

Intellias employees can also enhance their skills through the **IntelliMentorship** program, which allows individuals to develop specific skills in three to six months, prepare for higher positions, or receive support during a career change. At the same time, serving as a mentor helps to structure one's own knowledge and strengthen soft skills. In 2023, 205 mentor-mentee pairs were formed.

74%

of employees received regular performance and career development reviews



In order to accumulate and share best practices while improving processes within the company, Intellias is developing a **Centers of Excellence network**. These Centers of Excellence handle requests for consulting, evaluation, interviewing, preparation for external interviews, and pre-sales consulting. During the reporting period, a total of 572 requests were processed.

We foster continuous learning and development opportunities for our employees, ensuring they are equipped with the necessary skills to grow and adapt in a rapidly evolving environment. Our educational programs support upskilling and reskilling across various roles and levels within the organization.

These programs are designed to enhance leadership, technical, and operational capabilities, ensuring our workforce is future-ready and aligned with organizational goals.

Name of Program	Number of intakes	Number of participants
Leading a Team (for team leads)	3	57
Delivery Coordinators Program	1	30
Delivery Management Program	1	25
Delivery Director Program	1	21
Agile School	1	17
IntelliLeader	1	20
HR BP & PP development program	1	30
Upskill Engineering Program	2	72

Language School

Intellias' internal language school offers a broad range of high-quality English classes suited to all levels. These classes are particularly designed to help specialists achieve their professional language goals within a desired time frame. English language courses are aimed at mastering all four language skills (listening, speaking, reading, and writing), as well as broadening cultural awareness. Language group levels range from A1 (elementary) to C1 (advanced).

In 2023, 737 unique users participated in Language School classes.



The Language School offers various opportunities for English learning, including:

- General English courses: Long-term, comprehensive courses for individuals looking to advance from A1 to C1 proficiency levels.
- Business English courses: Long-term, intensive courses tailored to professionals aiming to improve their corporate communication skills.
- Short-term complementary English courses: Focused sessions designed to enhance certain skills.
- English boost sessions: 20-minute one-on-one meetings with an English teacher to address individual language concerns.
- Speaking clubs, workshops, and other activities: Interactive sessions for improving English in diverse settings and with native speakers.

Moreover, we offered a local languages program for specialists, who relocated to Poland, Spain, Portugal, Germany and Croatia.

Professional Communities

By the end of 2023, Intellias boasted more than 25 active professional communities, each offering unique experiences, catering to diverse target audiences, and engaging in a variety of activities.

Our communities are divided into three areas — engineering, business departments, and social — ensuring all employees can find a community that meets their needs.

Here are some of our professional communities' achievements in 2023:

The primary format of our communities' activities is technical conversations and meetings. However, our colleagues also experiment with workshops, marathons, and hackathons, providing communities members with broader learning opportunities.

Last year, we launched and scaled up several new, highly educational formats. There were six new initiatives: two DevOps & Cloud Marathons, one .Net Sprint, two IoT hackathons, and a unique Presales Week Program.

280

tech-talks and meetups

20

different events each month

20

offline or hybrid events

5500

attendees

20

Core Teams members, colleagues who drive their communities

I EMPLOYEE RESOURCE GROUPS

We believe that a diverse and inclusive workplace is essential for innovation and employee satisfaction. Employee Resource Groups (ERGs) play a vital role in this by empowering employees to connect and share experiences. ERGs also promote understanding across various dimensions of diversity, including gender, ethnicity, and professional interests.

To this end, we have established the **IntelliWomen**, **IntelliVeterans** and **IntelliParents** communities. These groups provide a platform for employees to voice their perspectives and contribute to initiatives that enhance workplace culture. Through regular meetings, events, and community engagement, these groups promote awareness and education while offering mentorship and professional development opportunities.



IntelliVeterans

IntelliVeterans is a community for support and knowledge sharing among Intellis veterans. This community fosters an inclusive environment where veterans can connect, share their experiences, and access resources tailored to their unique needs.



IntelliParents Community

The IntelliParents community was established at the end of 2023 to support working parents within our organization, providing a platform for sharing experiences, resources, and advice on balancing professional and family life. The community has attracted a total of 180 active participants, reflecting a strong interest in fostering a supportive environment for parents.

IntelliWomen

Created in 2021, Intellias has continued to develop the IntelliWomen community, a safe space for women to share their experiences and find mutual support. Relevant topics, including women's health, opposing domestic violence, and combating stress during wartime are discussed at regular meetings with experts in these fields.

By the end of 2023, the community had more than 440 female specialist members, nearly 60% of all women in the company.

Additionally, in 2023, the IntelliWomen community initiated two fundraisers to support women in the military, raising a total of \$17 500 allocated for the purchase of 50 sets of women's uniforms and 120 pairs of tactical boots.

450

Participants

15

Community gatherings

20+

External events

2500

Attendees



Environmental **Stewardship**

I ENVIRONMENTAL STEWARDSHIP

At Intellias, we understand that the environment is a critical concern for humanity. Although the IT industry is not among the largest contributors to environmental degradation, we remain dedicated to making a meaningful impact by improving our practices and advancing green, sustainable solutions for our clients.

To formalize our commitment, all Intellias locations and development centers are certified under the **ISO 14001:2015 standard**, which establishes a comprehensive **Environmental Management System (EMS)**. This certification underscores our dedication to addressing environmental challenges while balancing the socioeconomic needs of our global operations.

We have identified priorities in management system development and the setting of environmental goals to ensure the adoption of economic and technical decisions and reduce the negative impact on the environment.



Our approach is threefold:

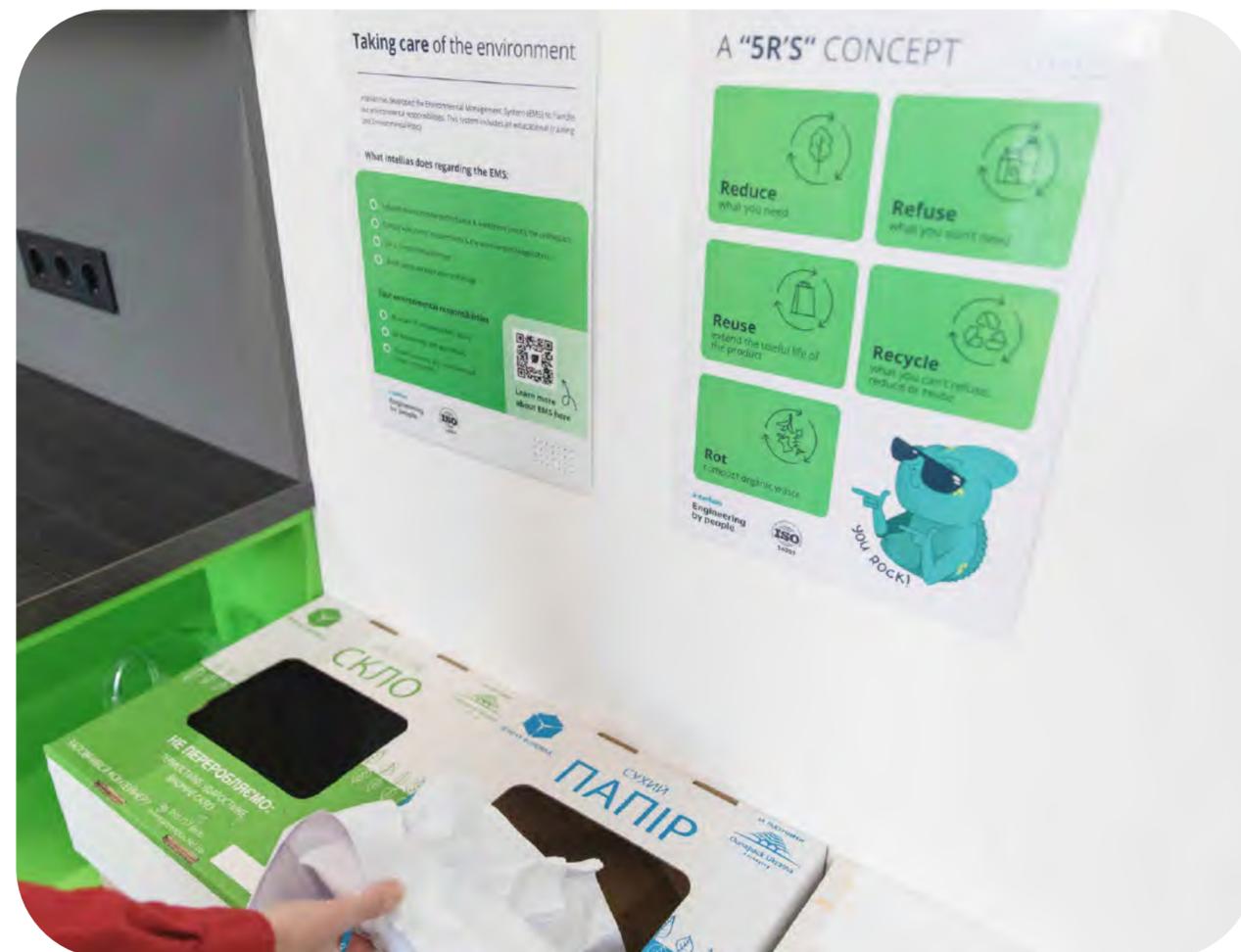
Green Office Practices: We promote green office behaviors that minimize environmental footprints and address Scope 1 and Scope 2 emissions.

Sustainable Solutions: We develop cutting-edge technologies that not only reduce CO2 emissions but also support the growth of electric vehicles and other environmentally friendly innovations to address Scope 3 emissions.

Promoting Change: We advocate for sustainable mobility, encouraging our employees and the wider community to adopt eco-friendly practices.

I MILESTONES AND KEY ACHIEVEMENTS IN 2023

To reinforce our commitment to responsible purchasing and environmental stewardship, we introduced an internal **sustainable procurement policy** in 2023. We also implemented a **paperless initiative** aimed at reducing paper usage. This initiative envisions a transition to electronic document management, the digitization of announcements, and other activities. As a result, we have achieved an approximate 60% decrease in paper consumption



In 2023, Intellias joined the initiatives formalized by the **Science Based Targets Initiative (SBTi)** to set accurate and reasonable environmental goals.

ecovadis

Additionally in 2023, a software engineering company Digitally Inspired, part of Intellias, underwent its **EcoVadis assessment**, marking a significant step in evaluating our sustainability efforts. In 2024, we plan to extend this assessment across Intellias Global, ensuring a comprehensive view of our environmental and social impact. This initiative is key to enhancing transparency and strengthening our commitment to sustainable practices.



Concurrently, Intellias team members participated in the **UN Global Compact's Climate Ambition Accelerator**, further strengthening our commitment to environmental sustainability. This program provided our team with invaluable insights and knowledge, helping enhance our strategies for reducing carbon emissions and improving environmental performance across the organization.

I GREEN OFFICE PRACTICES

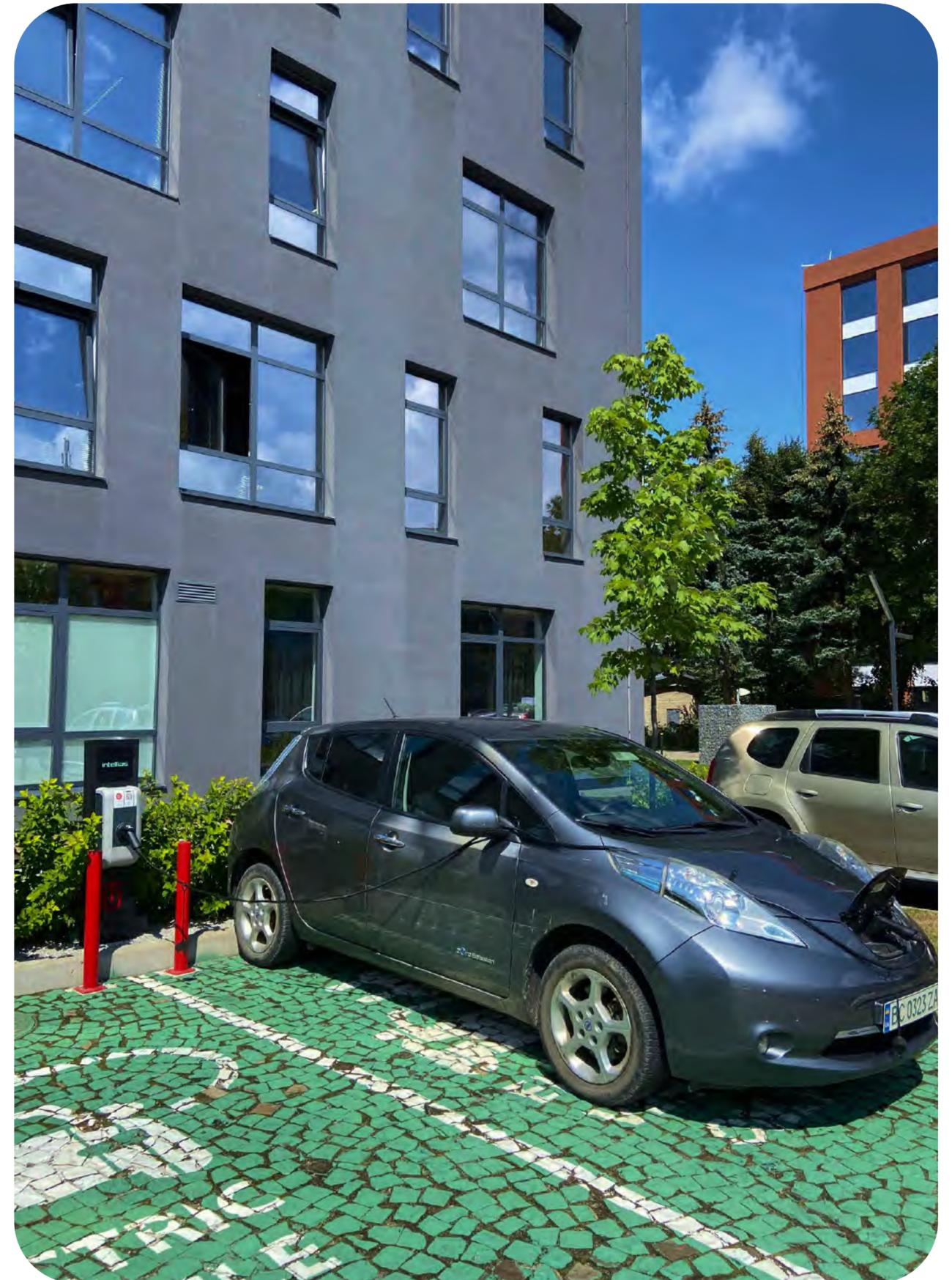
As our development centers are the primary source of resource consumption, we prioritize optimizing operations at these locations. To address Scope 1 and Scope 2 emissions, we have implemented green office practices, focusing on energy efficiency, waste reduction, sustainable procurement, and eco-friendly transportation. To enhance the impact of our actions, we also conduct regular training sessions and informational campaigns to encourage our employees to adopt green behaviors. These efforts aim to minimize our direct and indirect environmental footprint while fostering a more sustainable workplace.

Carbon Footprint



In 2023, Intellias took a significant step by participating in the **Carbon Disclosure Project (CDP)**, reinforcing our dedication to transparency and environmental responsibility. Our first submission enabled us to better understand our current position and focus on more impactful measures.

Using the CoolClimate platform to calculate CO2 emissions, we recorded 1,789 tons of CO2 emissions in 2023. Of this total, 29 tons were offset by our social project, Ecomobility Summer, which encouraged employees to switch to sustainable transportation for their commutes.



Waste management

Advanced recycling practices have been implemented at all Intellias locations since 2019. However, in 2022, we took a significant step by measuring and recording data to enhance our waste management efforts. In 2023, we formalized our initiatives, refined our processes, and achieved certification for our waste management practices as part of our EMS, reaffirming our commitment to continuous improvement. In 2023, we successfully recycled the following:

138 kg

Batteries

95 kg

Plastic

34,6 kg

Paper

20,8 kg

Metal

2,8 kg

Glass

1,2 kg

Miscellaneous non-standard and potentially hazardous waste

93 items

Hardware, equipment, furniture

Total:

58,688 kg

*Data represents Ukraine, Portugal and Poland locations.



Sustainable Procurement Policy

In 2023, Intellias introduced an internal **sustainable procurement policy** to encourage our team to consider the environmental impact of equipment purchases while prioritizing sustainability. This policy also includes environmental requirements for contractors. To implement this policy, the first step is assessing whether existing resources can be reused to reduce waste and optimize asset utilization. As a second step, we are switching from traditional to rechargeable batteries. Finally, whenever possible, our IT teams restore devices for future reuse.

At Intellias, we understand that improper management of electronic hardware can harm the environment. Many devices contain hazardous materials, such as heavy metals and toxic chemicals, which pose risks to ecosystems and human health. To mitigate this, we introduced a **hardware donation program** to extend the life cycle of our equipment by repurposing it for charitable and educational initiatives. Through this program, we have donated over 600 items, including laptops, PCs, monitors, printers, power stations, and furniture, to help establish classrooms. This multi-tiered approach underscores our dedication to sustainability at every level of operations, fostering a culture of responsibility and resourcefulness within Intellias.

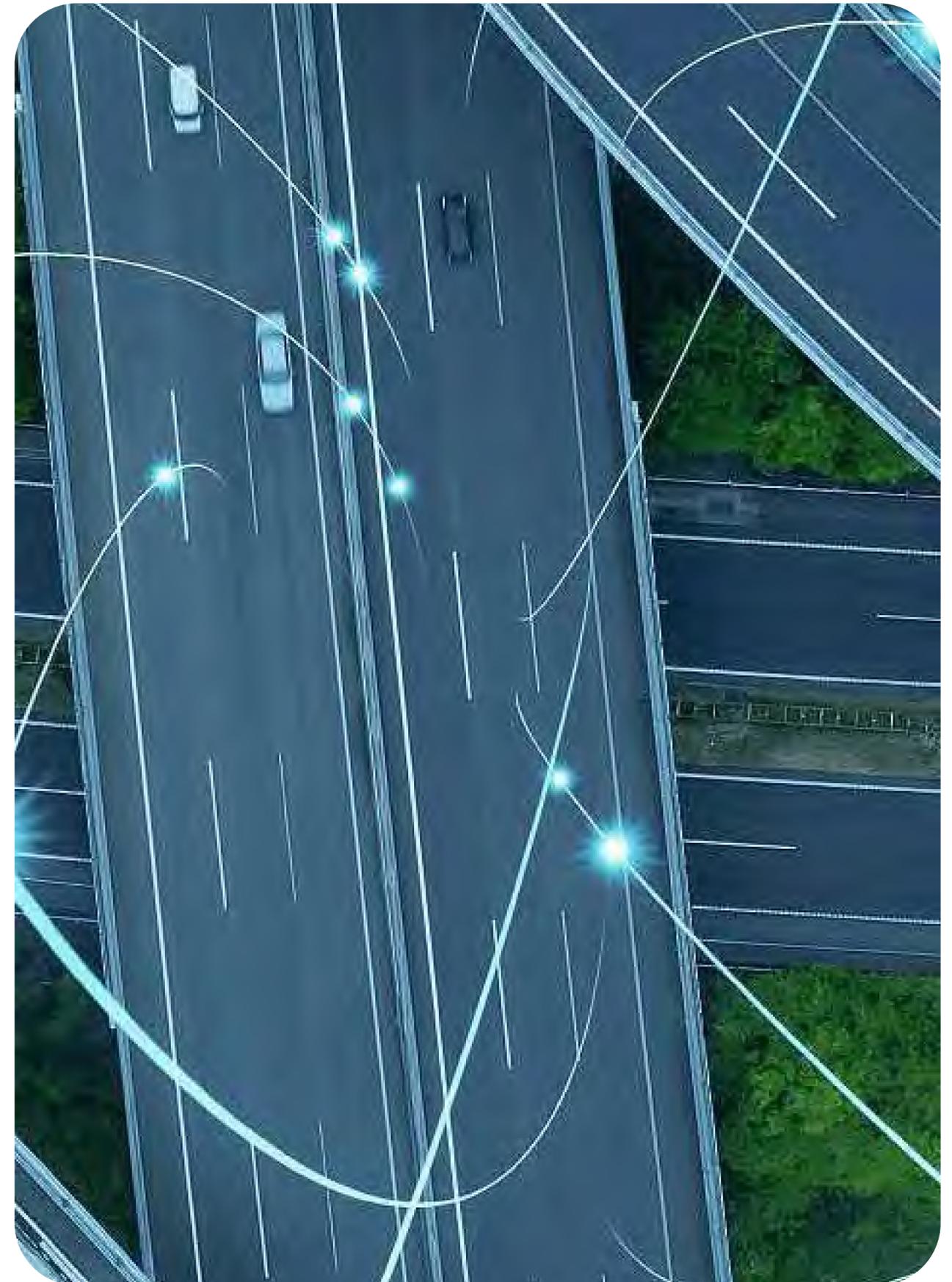


I SUSTAINABLE SOLUTIONS

As we embark on our journey toward net zero, we place a strong emphasis on addressing Scope 3 emissions. We contribute to significant projects that enhance our clients' operations, making them more valuable, economical, and efficient through sustainable practices.

Collaborative Efforts to Reduce Scope 3 Emissions

Intellias actively exchanges information with clients such as Amdocs Ltd and Robert Bosch GmbH to collaboratively address Scope 3 emissions. By sharing insights and best practices, we are committed to improving our sustainability performance and aligning our future initiatives with industry standards, working to better our environmental impact.



Innovative Technologies for Sustainable Impact

We develop cutting-edge technologies that empower our clients to enhance sustainability, reduce costs, lower emissions, and drive positive change. In 2023, we launched two new projects and continued building on the success of our previous initiatives, further reinforcing our commitment to innovative, sustainable solutions.

Accelerating the Transition to Zero-Emission Fleet Mobility

We are building a sustainability analytics platform that helps fleets offset their CO2 footprint and certify climate neutrality.



Developing Digital Platforms to Promote Construction Sustainability:

We are creating a web application for an innovative construction company to nurture ecological building and sustainability across the industry.

Building Crop Management Software for Sustainable Farming:

Since 2018, we have been building a platform-based crop management software to promote sustainable farming practices.



Creating Innovative Software for Solar Power Plant Construction

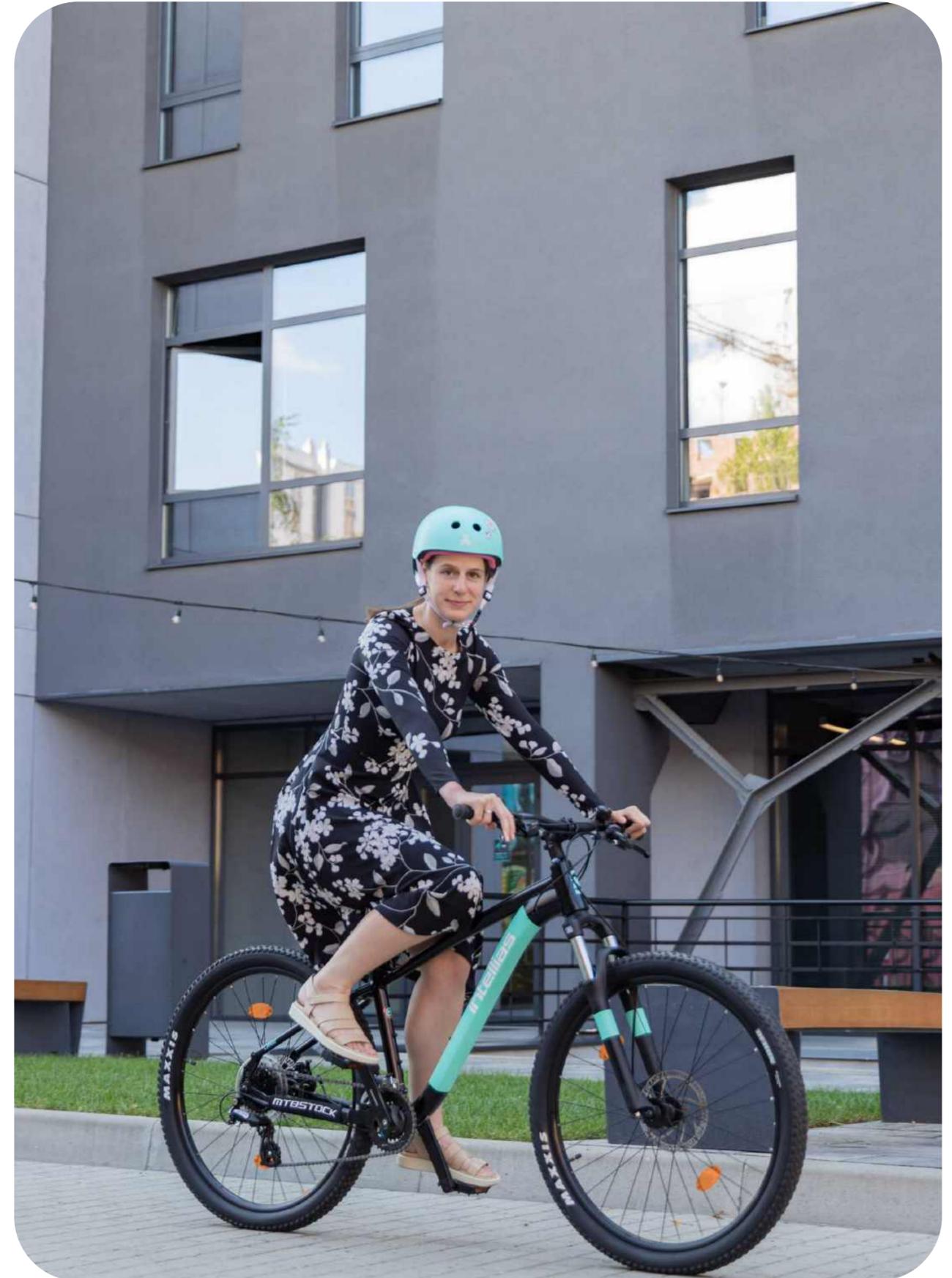
Since 2020, we have been developing and supporting modern software for construction management across solar energy projects to track progress and obtain analytical insights.

I PROMOTING CHANGE

Intellias goes beyond its operations, client services, and facilities maintenance. We embrace the "drop in the ocean" philosophy, believing that every contribution, no matter how small, can make a significant impact. That's why we actively promote sustainable mobility among our employees, their children, and the wider community. Our goal is to inspire a cultural shift in the way people think about movement and transportation, integrating sustainable practices into daily life and extending these values to as many individuals as possible.

IntelliBike service

The Intellias bike sharing initiative, IntelliBike, promotes sustainable commuting and encourages employee well-being by providing convenient access to bicycles. In our Lviv, Kyiv, and Krakow offices, employees and their families have access to this green transportation. This initiative not only reduces carbon emissions but also encourages physical activity and family fun, enhancing quality of life for our people and their communities.



Ecomobility Summer

Ecomobility Summer is Intellias' flagship initiative, championing sustainable mobility among our employees while actively engaging the broader community. Now in its third successful year, the project has evolved with the rapid growth of Intellias' development centers, expanding from its origins in Ukraine and Poland to encompass nine countries.

In 2023, the initiative took a bold step forward, not only encouraging green, sustainable mobility, but also enhancing mental and physical well-being, all while steadfastly supporting Ukraine.



- 1. Ambassador Program:** Throughout the summer, ten ambassadors cycled across various regions, sharing on social media the daily benefits and challenges of using bicycles for commuting, sports, and recreation.
- 2. Global Participation:** Nearly 100 colleagues from Bulgaria, Colombia, Croatia, Germany, Poland, Portugal, Spain, Ukraine, and the UK were inspired by the ambassadors' commitment. Together, members of the Intellias Strava Club tracked their movements, collectively covering approximately 145,000 kilometers by bike and on foot. This effort prevented around 29,000 kilograms of CO2 emissions.
- 3. Support for Electric Transportation:** We also support the use of electric transportation. To assist Ukraine, particularly in areas damaged by conflict, we donated six power bikes from Ukrainian manufacturer, Eleek.
- 4. Community Engagement:** We partnered with Plast in Lviv to organize the traditional Dyvohonka Kids Bike Race, where 141 children participated in 22 rides. The event raised over 50,000 UAH, which was donated to Children of Heroes in support of children affected by the war in Ukraine.

Social Impact

I SOCIAL IMPACT

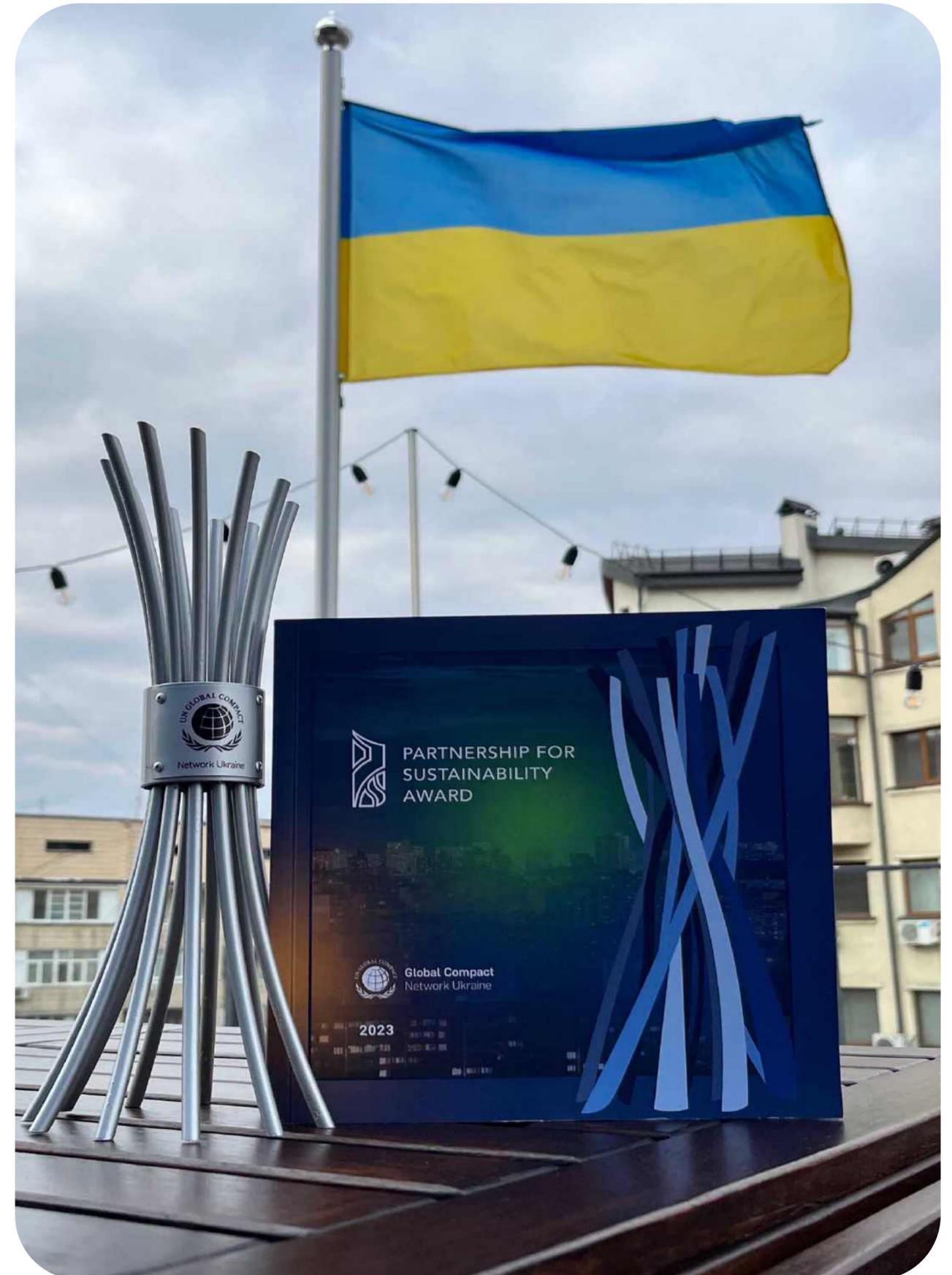
Our approach to social impact centers on responsible charity and community engagement, focusing on long-term, sustainable solutions rather than one-time contributions.

By aligning our social initiatives with global challenges and local needs, we aim to foster inclusive growth and contribute to the development of smart, sustainable communities. This chapter covers our efforts in philanthropy, volunteering, and social responsibility, all guided by the principles of transparency, collaboration, and measurable impact.

Since 2021, Intellias has been a part of the **UN Global Compact Ukraine** network committed to achieving the Sustainable Development Goals.



In 2023, the United Nations Global Compact in Ukraine honored Intellias in the “Peace” category for its volunteer projects.



CONTRIBUTIONS TO THE UN SUSTAINABLE DEVELOPMENT GOALS

At Intellias, it is vital that our CSR standards align with global challenges and adhere to the international agenda. We have integrated UN SDGs into the Intellias CSR framework. We are committed to these principles and are working toward the following goals:



We develop digital solutions for health sector and prioritize employee well-being through comprehensive health benefits and mental health support initiatives.



Intellias fosters education by collaborating with universities and schools, sharing knowledge, and mentoring through initiatives such as Hour of Code, summer IT camps, and education projects supporting women in tech.



EDI are core values embedded into our strategic initiatives and daily operations, promoting gender equality across the organization.



Through our robust Code of Conduct, ethics committee, employee benefits, and growth opportunities, Intellias has been recognized as a Great Place to Work, fostering a fair and dynamic work environment.



We raise awareness on inclusivity with campaigns like Unseen Inclusivity Days and develop policies that address and reduce inequalities.



Our efforts in sustainable mobility and the development of green technologies contribute to creating more sustainable urban environments.



Intellias actively contributes to supporting Ukraine's fight for peace, demonstrating our commitment to justice and strong institutions.

I VOLUNTEER COMMUNITY

Volunteers play a crucial role in social well-being, particularly in Ukraine, where countless individuals are working toward victory. At Intellias, our volunteer community is thriving, with over 100 active participants. This community meets regularly to exchange knowledge, collaborate on projects, and unite efforts. Intellias supports these initiatives by offering physical spaces and digital platforms, including the **Intellias Stronger Together chat**, to facilitate effective communication and coordination.

To further encourage engagement, Intellias rewards and recognizes the meaningful contribution of active volunteers with care boxes filled with products from social enterprises. In 2023, we introduced a volunteer database, which showcases who is volunteering in specific areas, helping form connections for knowledge-sharing and resource support.



IntelliVolunteer was awarded 3rd place in the national competition “Charitable Ukraine”

The IntelliVolunteers community is a dynamic support network where volunteers can share expertise, receive professional consultations, and amplify their impact.

Its goals are:

- Encourage systematic volunteering and cultivate a culture of giving back at Intellias.
- Empower volunteers with knowledge and resources to enhance the effectiveness of their work.
- Provide a platform for informal networking that fosters experience sharing and maximizes the use of available resources and skills.
- Ensure volunteers receive comprehensive information about available opportunities, benefits, and support.

Through this community, participants gain access to events, specialized knowledge, networking opportunities, and various benefits, including thoughtful gifts and recognition for their contributions.

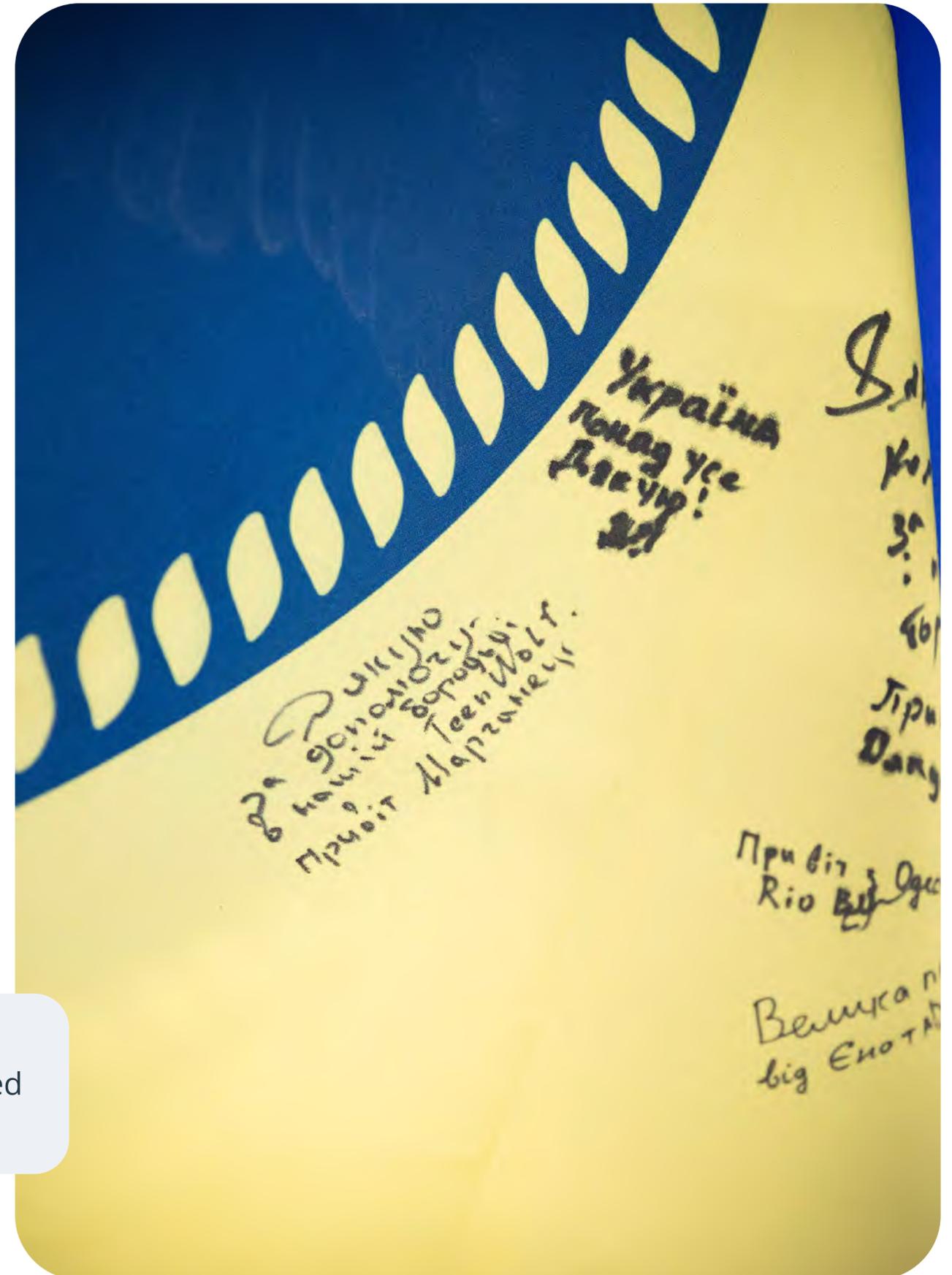
I SUPPORTING UKRAINE

Intellias, a global company with Ukrainian roots, unequivocally condemns the Russian Federation's aggression and the violation of Ukraine's territorial integrity. As a responsible business, we are committed to supporting Ukraine and assisting those affected by the war, contributing to the country's pursuit of peace.

As an example of our commitment, Intellias donated nearly \$25,000 following the Russian army's destruction of the Kakhovka Hydroelectric Power Plant in southern Ukraine, which caused a large-scale humanitarian and environmental disaster. The funds supported local NGOs, including the Ukrainian Firefighters Foundation, which focused on rescuing people and providing food and shelter.

Since 2022, we have donated over \$2.5 million to support Ukraine. Half of this amount was company contributions, while the other half was raised by our employees through the internal IntelliShare crowdfunding platform.

\$2 500 000 donated



I GOOD WINTER CHARITY CAMPAIGN

The Intellias team continued its tradition of celebrating the winter holidays through charitable acts, raising \$55,000 across five European countries. The campaign's primary goal was to "share the light of kindness" by supporting various causes, including security, children's health, and aid for the families of fallen Ukrainian heroes.

In Ukraine, we focused on enhancing civilian security. In Poland, we supported the Children of Heroes Foundation, which assists children whose parents were lost defending Ukraine. Our Croatian colleagues contributed to SOS Children's Villages, while in Spain, funds were directed to the Aladdin Foundation which supports children battling cancer.

Additionally, our clients and partners made this campaign truly unique, joining us in acts of kindness by contributing their own donations to these worthy causes.

\$55,000 donated



I DONOR DAYS

At Intellias, we are proud to organize regular Blood Donation Days, encouraging our employees to contribute to a meaningful cause.

Our team strives to create the best possible conditions for our blood donors. To make the experience as convenient as possible, we invited a mobile blood donation unit and medical professionals to our offices. In addition, we treated our donors to healthy sweets and gave them memorable stickers as a token of appreciation.

In 2023 we hold this activity twice, resulting in 117 blood donations in Kyiv and Lviv offices. All together to donate a total of 27 liters during the first event and 25 liters in the second, supporting those who are affected by war.



I INTELIAS FOUNDATION FOR CHANGE

To boost the impact and efficiency of our charitable efforts, Intellias has established a foundation to manage existing charitable projects and launch new initiatives.

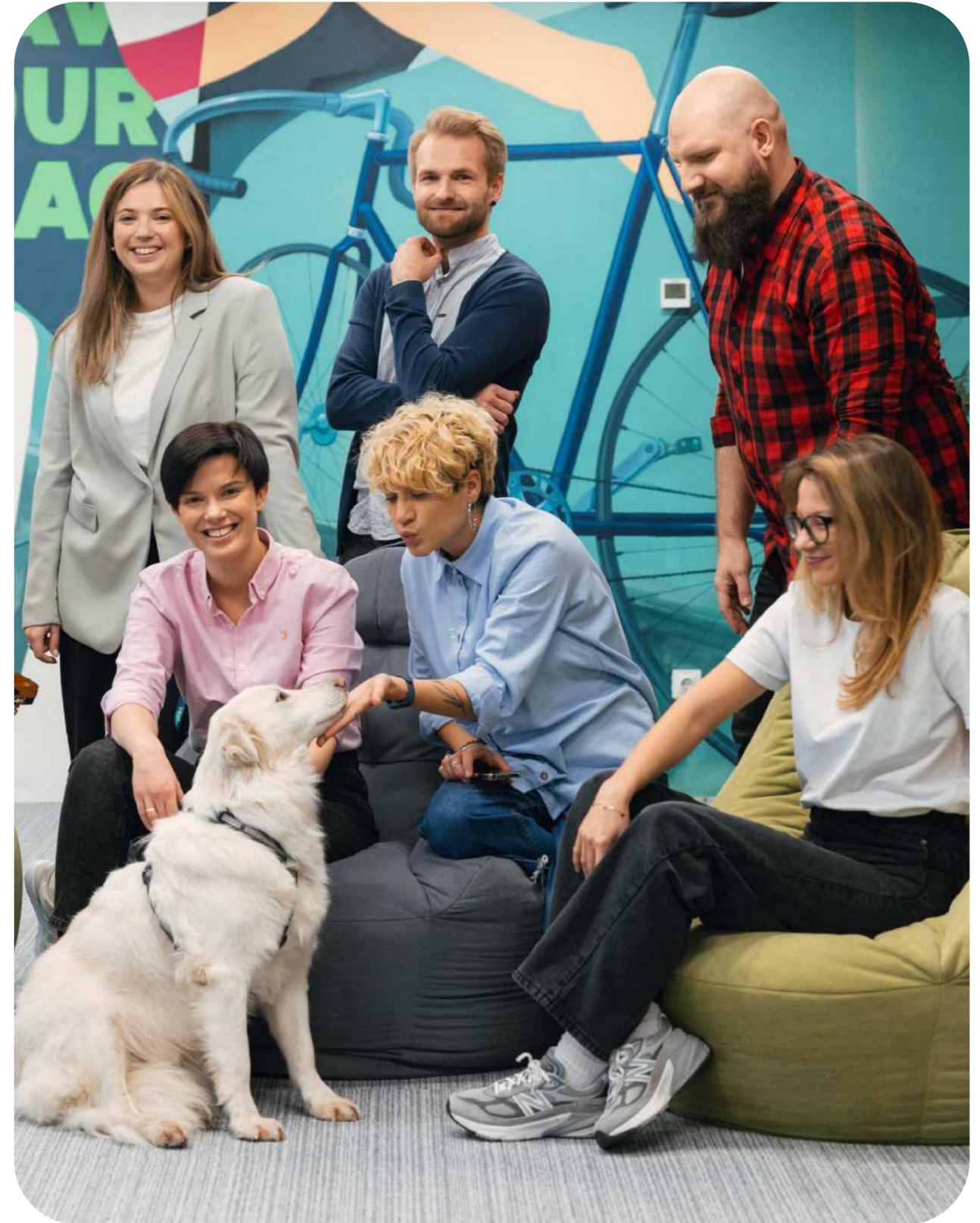
The foundation focuses on supplying essential equipment and transportation, along with supporting various humanitarian initiatives to Ukraine. In 2023, we successfully raised the equivalent of \$975,000 in humanitarian aid, reinforcing our commitment to making a tangible difference.

\$975,000 raised to help thousands of people in Ukraine

We welcome all contributions to our charitable efforts in support of Ukraine which can be made through this link: www.foundationforchange.intellias.com



The Intellias Foundation for Change became a Winner of the regional "Charity Lviv Region 2023" competition



About This **Report**

I ABOUT THIS REPORT

This annual Intellias report provides a comprehensive overview of the company's non-financial activities, detailing our relationships with key stakeholders, contributions to the UN Sustainable Development Goals, and corporate social responsibility initiatives for the period from January 1, 2023 to December 31, 2023.* All information about Intellias is current as of November 2024.

This report highlights the innovations and ongoing efforts of 2023 that have improved our company's socio-psychological climate and addressed global social challenges.

**Please note: the results of the WEP Gender Gap Analysis tool cover progress from March 2023 to March 2024.*

This report is prepared in accordance with

- **Global Reporting Initiative (Core option),**
- **The Ten Principles of the UN Global Compact,**
- **Sustainability Accounting Standards Board (SASB).**

Our previous report, published in July, 2023, covered the period from January 1, 2022 to December 31, 2022 and can be accessed [here](#).

For any inquiries regarding this report or Intellias' CSR efforts, please contact the CSR team at csr@intellias.com.



GRI standards compliance table

GRI 2: The organization and its reporting practices. 2021

2-1	Organizational details	About Intellias, pp. 5-10	
2-2	Entities included in the organization's sustainability reporting		Institute of Information Technologies "Intellias" LLC
2-3	Reporting period, frequency, and contact point	About this Report, p. 80	
2-6	Activities, value chain, and other business relationships	About Intellias, pp. 5-10 Responsibility in Business, pp. 17-30	
2-7	Employees	Responsibility to Colleagues, p. 35	
2-22	Statement on the sustainable development strategy	Our Approach to Sustainability, p. 12	
2-23	Policy commitments	Responsibility in Business, p. 20 Responsibility to Colleagues, p. 37.	
2-26	Mechanisms for seeking advice and raising concerns	Responsibility in Business, p. 20	
2-27	Compliance with laws and regulations		During the reporting period, there were no incidents of legal violations
2-28	Membership in associations	Responsibility in Business, p. 22	
2-29	Approach to stakeholder engagement	Our Approach to Sustainability, p. 14	

GRI 3: Material Topics. 2021

3-1	Process to determine material topics	Our Approach to Sustainability, p. 14
3-2	List of material topics	Our Approach to Sustainability, p. 14

GRI 205: Anti-corruption. 2016

205-2	Communication and training about anti-corruption policies and procedures	Responsibility in Business, p. 18
205-3	Confirmed incidents of corruption and actions taken	During the reporting period, there were no incidents of legal violations

GRI 302: Energy. 2016

302-1	Energy consumption within the organization	634,318 megawatts (MW) from the network: 90.81% from renewable sources: 9.19%
302-4	Reduction of energy consumption	Environmental stewardship, p. 64

GRI 401: Employment. 2016

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Responsibility to Colleagues, p. 43, pp. 46-50, p. 54, 56, pp. 58-60	All benefits are provided to employees regardless of their employment type, and the majority of benefits are retained during parental, military or sabbatical leave.
401-3	Parental leave	Responsibility to Colleagues p. 37	

GRI 402: Labor/Management Relations 2016

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

403-6	Promotion of worker health	Responsibility to Colleagues, pp. 48-50	
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GRI 404: Training and Education. 2016

404-2	Programs for upgrading employee skills and transition assistance programs	Responsibility to Colleagues, pp. 51-56	
404-3	Percentage of employees receiving regular performance and career development reviews		

GRI 406: Non-discrimination 2016

302-1	Incidents of discrimination and corrective actions taken		No complaints were reported during the reporting period.
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GRI 413: Local Communities. 2016 & GRI 418: Customer Privacy 2016

413-1	Operations with local community engagement, impact assessments, and development programs	Environmental Stewardship, p. 70 Social Impact, pp 72-78	
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418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		During the reporting period, there were no incidents of legal violations
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Sustainability Accounting Standards Board (SASB) compliance table

Environmental Footprint of Hardware Infrastructure

TC-SI-130a.1	Total energy consumed	634,318 MWh
	Percentage grid electricity	90.81%
	Percentage renewable	9.19%
TC-SI-130a.2	The total amount of water consumed	5327 Lm3
	Total water consumed; percentage of each in regions with High or extremely High Baseline Water Stress	The company is not present in such regions

Data security

TC-SI-230a.1	Number of data breaches	During the reporting period, there were no incidents of legal violations
	Percentage involving personally identifiable information	
	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	Responsibility in Business, p. 27

Data Privacy & Freedom of Expression

TC-SI-220a.3	Total monetary losses as a result of legal proceedings associated with user privacy	During the reporting period, there were no incidents of legal violations
TC-SI-220a.4	Number of law enforcement requests for user information	0
	Number of users whose information was requested	0
TC-SI-220a.5	Percentage resulting in disclosure	0
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Europe, USA, UAE, Saudi Arabia, UK

Recruiting & Managing a Global, Diverse & Skilled Workforce

TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for <ul style="list-style-type: none"> • management • technical staff • all other employees 	Responsibility to Colleagues, p. 42
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Intellectual Property Protection & Competitive Behavior

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