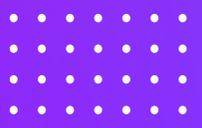


intellias



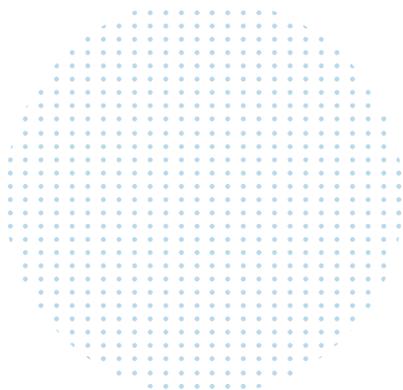
**CORPORATE
SOCIAL
RESPONSIBILITY
REPORT 2020**





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GRI STANDARDS COMPLIANCE



Last year was tough for all of us. But the challenges of 2020 also revealed our inner strengths and proved how united we are even when we're physically distant. I'm proud of how the Intellias team came together and supported the tough decisions that led our company through the crisis.

According to experts' estimates, the COVID-19 pandemic affected the world economy more significantly than the crises of 2008 and 2014. In circumstances like we've seen during the pandemic, it's important to take a moment to reflect on our true values — support, gratitude, and care. We sustained and strengthened relationships with our employees and clients throughout 2020. We also broadened our strategic focus and, yet again, validated the Intellias mission to be a reliable technology partner.

Additionally, in response to increased volatility in the business environment, we revised our strategic plans and used this opportunity to further integrate corporate social responsibility into the company's operations. Intellias serves global markets where social responsibility is not a novelty. At Intellias, we recognize social responsibility as a mindset, a guideline for doing businesses, and a foundation for a prosperous future.

Vitaly Sedler

CEO and co-founder of Intellias

While directing efforts to grow the business and keep it stable, we also cared about our employees' safety and well-being. In March 2020, we promptly switched to remote work, reorganized business processes, and delivered personal safety kits to employees. In just one week, we managed to set up our AntiCorona Program aimed at adapting Intellias to the pandemic reality. The program showed positive results right away.

Additionally, we took part in projects organized by our partners from the public sector. Having identified target areas in corporate social responsibility, we plan to focus on them to enhance our positive impact.

Michael Puzrakov

COO and executive chairman of Intellias





intellias

ABOUT INTELLIAS



intellias



Intellias is a global digital consulting and software engineering partner that delivers solutions to Fortune 500 companies and leading technology innovators. They help companies including HERE Technologies, LG, PTV Group, KIA, and Swissquote Bank increase IT/R&D capacity and build future-oriented products.

18
18

years on the market

1500
1500+

in-house employees

60
60

active clients

60%
60%

of Senior level experts

6
6

development centers

No1
No1

IT employer in Ukraine

Intellias has been featured in the 2021 Global Outsourcing 100 list by IAOP, recognized by Inc. 5000, acknowledged in the GSA UK Awards, and named the winner of a Silver Stevie Award in The 17th Annual International Business Awards. The company also claims first position among IT service providers on the Forbes Ukraine list of best employers.



Intellias mission is to breathe life into great ideas with the power of digital technology

Intellias values:

- Take initiative and get things done
- Be professionals striving for excellence
- Think smart and creative
- Act honestly and fairly
- Respect each other and work as a team



Service portfolio

Intellias delivers high-performance services to help clients embrace innovation and tackle the ever-changing challenges of today's digital world



Digital consulting

Evaluating clients' technology choices; optimizing and framing business processes



Advanced technology

Solving modern challenges with cutting-edge artificial intelligence, data science, and IoT technologies



Software engineering

Contributing to the design, architecture, deployment, and other stages of building software-based products and solutions



Solution operations

Keeping environments running smoothly and updating them without operational interruptions



Development teams

Managing engineering capacity while saving clients time and money

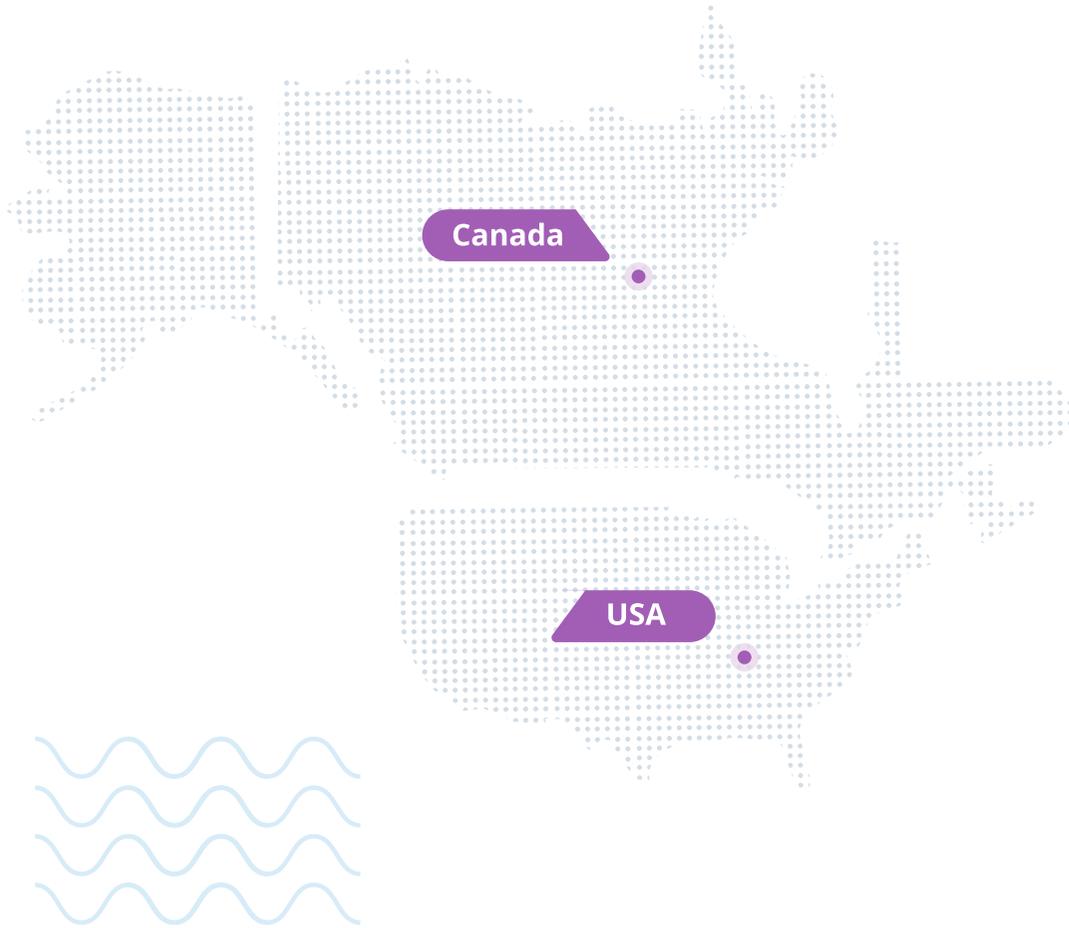
Locations

Intellias has development centers in Lviv, Kyiv, Odesa, Kharkiv, Ivano-Frankivsk, and Krakow as well as representative offices in Berlin, Chicago, New York, and Riyadh.



Locations

Among our clients are leading European, North American, Canadian, and Middle Eastern companies. We partner with product companies, professional services providers, and promising startups.





OUR RESPONSIBILITY



Intellias business is part of a global ecosystem. Understanding that pressing social issues affect society as a whole, we foster corporate social responsibility (CSR) and support the local communities. In our operations, we adhere to a people-first approach and partnership principles.

In 2020, we hired a CSR specialist to reinforce our commitment to corporate social responsibility. We also set a plan to create a CSR committee composed of members from various Intellias departments.

Our approach to CSR considers issues important for stakeholders. We identified these issues through internal communication, surveys, feedback, and face-to-face meetings with representatives of relevant departments.



Stakeholders

Stakeholder	Concerns	Interaction with Intellias
Clients	<ul style="list-style-type: none"> • Service quality • Data protection • Ethics 	<i>Constant direct interaction</i> : training and developing employees, complying with international data protection standards, elaborating a code of ethics
Employees	<ul style="list-style-type: none"> • Comfortable work environment • Ethics • Training and development • Health • Equal opportunities • Positive social and environmental impact 	<i>Constant direct interaction</i> : internal communications, training and development programs, social packages, ethics committee, interaction and support program, regular meetings with ceo and management, organizing social, volunteer, and charity initiatives
Professional communities	<ul style="list-style-type: none"> • Developing and promoting the industry • Improving education • Exchanging knowledge and experience 	<i>Regular interaction</i> : supporting educational events and professional conferences as partners, sponsors, and speakers , participating in programs and projects
Suppliers	<ul style="list-style-type: none"> • Ethics • Responsible supply chains 	<i>Constant direct interaction</i> : code of ethics, policy on avoiding conflicts of interest
Local and state authorities	<ul style="list-style-type: none"> • Economic development 	<i>Regular interaction</i> : representing industry interests, participating in working groups, supporting and developing local communities
Society	<ul style="list-style-type: none"> • Positive social and environmental impact • Improving education 	<i>Regular interaction</i> : creating and implementing programs and projects aimed at the development of eco-mobility, education, volunteering, and creating a positive social impact, partnering with civil society organizations, donations to charity

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

RESPONSIBILITY IN BUSINESS

Acting as a reliable technology partner for its clients, Intellias solves the ever-changing challenges of global markets with innovative technological solutions. We take ownership of every stage of project development: transforming a client's idea into a product, releasing it to market, and supporting its operations.

According to results of an internal survey, our client satisfaction rate is 99.62%.

We are interested in seeing our clients' businesses grow and thrive. That's why our services are designed to meet specific business needs and deliver business value in a cost-effective way.



With vast experience and expertise in the technology field and an excellent track record of projects across various domains, Intellias was ranked first on a list of the top 156 Ukrainian software developers in 2020 by Clutch, an authoritative research platform and leading provider of B2B ratings and reviews.



Intellias has also been named the winner of a Silver Stevie® Award in the Product Awards category in The 17th Annual International Business Awards®. We were recognized for having developed the CQRS Framework that accelerates the development of cloud-native solutions.



Additionally, analytical B2B platform TopDevelopers.co has included Intellias among the top IT companies that develop mobile applications in the financial sector. According to TopDevelopers.co, our solutions streamline clients' business processes.



Data security

Since Intellias serves global markets, we hold ourselves to a high standard of privacy and data security, as confirmed by ISO/IEC 27001:2013 certification. All of our business operations and corporate information are secured against fire, flood, hacking attacks, data loss, and system breaches. We also comply with all GDPR provisions and the ISO 9001:2015 quality management standard.

In 2020, we experienced no data breach incidents.

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



Supply chain

As we strive to implement social responsibility at all levels of our operations, we seek to improve the sustainability of our supply chains. When selecting providers, clients, and other stakeholders, we choose those who support our values, share our company's fundamental principles of social responsibility, and carry out social projects.

We evaluate suppliers according to the following criteria:

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

Horihovyi Dim (Walnut House) is our corporate food delivery provider in Lviv. We selected them for their recycling initiatives and their program supporting women in need.

Zelena Korobka (Green Box) provides us with waste sorting and recycling services.

For all participants in our traditional winter charity fundraiser, we ordered presents manufactured by socially responsible businesses.

Community involvement and development

As a socially responsible company, Intellias is committed to developing local IT communities. We are active members of the Lviv IT Cluster, Kyiv IT Cluster, Kharkiv IT Cluster, and IT Ukraine Association.

Intellias also supports educational events and tech conferences as a partner and sponsor.

In 2020, we continued to participate in tech events online. Intellias specialists contributed to the Cloud Builders community by speaking at an [online event](#) about cloud infrastructure and an [online build-up](#).

In March 2020, Intellias joined [Holland FinTech](#), one of the largest independent global marketplaces for FinTech players. As we strive to develop and amplify the FinTech community worldwide, membership in Holland FinTech will help us contribute to the future of finance. Roman Pavlyuk, our VP of Technology, also participated in a [FlashFriday online talk](#) about the latest FinTech developments and their impact on the world.

In December 2020, Intellias CEO and co-founder Vitaly Sedler was selected as the new president of the [IT Ukraine Association](#).

Intellias actively advocates the interests of the Ukrainian IT industry in all governmental initiatives and within [Dia City](#) in particular.

Intellias invests in local communities not only with the aim of professional development. On March 21, 2020, we allocated funds to purchase 10,000 COVID-19 express tests for a local medical facilities. In addition, Intellias has contributed to the United for Health initiative launched by the Lviv IT Cluster.



RESPONSIBILITY TOWARDS EMPLOYEES



Regardless of the pace of business growth, a people-first approach is always at the core of Intellias culture. We value people over processes, so our employees and their talent are in our spotlight. Employee requests lead to the launch of internal services such as rotations, training programs, feedback, and evaluation. We use every opportunity to create as comfortable an environment for self-development as possible.

In 2020, our commitment to employees was recognized in reputable ratings and reports:



Forbes

DOU.ua, Ukraine's leading community of software professionals, also named Intellias the best employer among IT services companies with over 1,500 employees. In addition, DOU ranked Intellias in the top five IT employers among all companies with offices in Lviv.

In a list of Ukraine's top employers by Forbes Ukraine, Intellias was ranked first among IT service providers and fifth among all listed companies.

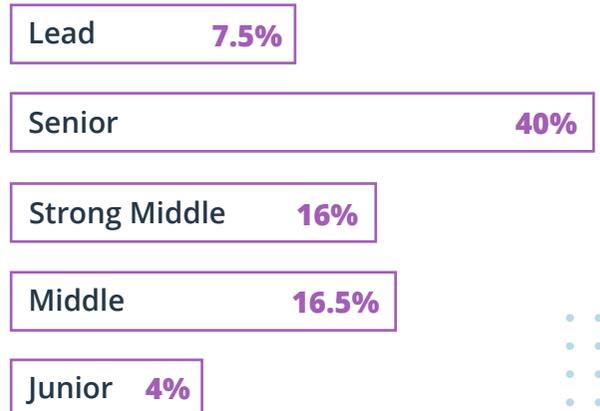
As of the end of 2020, Intellias employed 1,570 specialists, including 1,275 technical experts.



75%
Male



25%
Female





IntelliWhy

In June 2020, we researched what employees value Intellias for as an employer. Based on employees' answers, we identified six key principles of our corporate culture, which we call **IntelliWhy**:

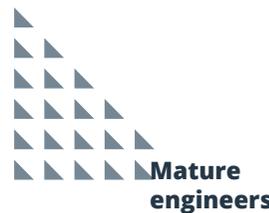
Intellias key differentiators as an employer



Humane



**Smart
comfort**



**Mature
engineers**



**People over
processes**



**Manage your
own time**



Ecomobility

Comfortable environment

Manage your own time

Time is a currency we spend according to our needs. Our team runs on trust and personal responsibility. After all, we define our success by results delivered, not hours spent.

Compensation packages

Intellias promotes healthy lifestyles among its experts by organizing activities to help develop good habits. Our specialists can choose from three compensation packages: Health (a health insurance policy), Sport (a yearly gym membership that includes exercise with fitness and cardio equipment, swimming pools, and group trainings and classes), and Mix (a monthly reimbursement for costs of sports activities up to a set limit).

In addition, all employees can use the services of a company doctor, receive reimbursement for dental expenses, and get vaccinations and vitamins.

Motivational program

With our "Smart" corporate currency, we express gratitude for employees' proactiveness. Employees can receive Smarts for client referrals, work anniversaries at Intellias, speaking at workshops or courses, or as a birthday gift. Employees can exchange Smarts for corporate gifts ranging from towels to an Apple Watch or iPhone.

Parental leave

We provide all employees with children an additional three days of paid vacation. Female employees can go on maternity leave for up to four months without losing their position at Intellias. Additionally, they receive a one-time financial bonus when the child is born. In 2020, a total of 14 women went on maternity leave and a total of 6 women returned to their positions after maternity leave.

Learning and development

To promote knowledge, we arrange efficient employee trainings and professional development programs. When COVID-19 brought the need for social distancing, we migrated all our educational events online. In 2020, the Intellias Professional Development team organized 126 events covering various topics, from logging in Java to emotional intelligence.

We support our specialists through knowledge sharing and motivate them to develop new competencies in technologies and processes within Centers of Excellence (CoEs). Intellias CoEs unite 27 virtual expert teams focused on implementing innovative practices, helping the company address market changes, conducting research, assessing qualification levels, and setting up new directions for employees' professional development within particular areas of expertise.

Intellias employees can also enroll in free corporate English courses and an English speaking club to improve their grammar and vocabulary, develop presentation and communication skills, and overcome the language barrier with clients.

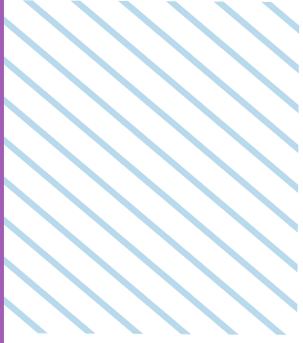
In addition, our employees have access to a corporate library of online courses. Intellias also covers 70% of costs for external training and literature.

Every six months, employees undergo a Performance and Collaboration Evaluation (PACE). The PACE is a lightweight, fast, and transparent way to boost performance by getting feedback from peers chosen by an employee and their manager. It's based on evaluating soft and hard skills, allowing employees to get a complete picture of strong points and areas that require improvement.

In September 2020, we launched a Rotation portal, a tool for requesting, initiating, and managing internal rotations. This initiative aims to help all employees achieve their professional goals and help the company grow by quickly launching new projects and increasing customer and employee satisfaction. To date, 315 employees have used the service to change projects within Intellias.

Every Intellias employee also has a People Partner assigned to them. People Partners help employees navigate the corporate ecosystem and provide guidance on a number of corporate services, programs, and processes.





Code of corporate ethics

We aim to create a comfortable workplace at Intellias where every employee can develop professionally in an ethical work environment.

To accomplish this, we have set up an Ethics Committee. It ensures that Intellias is free from physical, sexual, psychological, and verbal harassment from managers and coworkers. The Ethics Committee also guarantees equal treatment of all employees and helps to avoid conflicts and resentment. The committee considers reports on violations of the Code of Ethics by colleagues, clients, and contractors as well as reports of unfair treatment, harassment, intimidation, and discrimination.





Support during the COVID-19 pandemic

The health and safety of our employees and their families has always been our priority. Our response to COVID-19 has been to enhance protections of our employees' right to health. When the pandemic began, we immediately developed a plan for how to take care of our employees and help them meet complex challenges brought by urgent changes in everyday life.

Starting March 21, 2020, working from home became mandatory for all Intellias employees. We comprehensively supported our colleagues to help them adjust to their new work environments and stay productive. This help included:

- Providing technical equipment upon request
- Enhancing cybersecurity for remote distributed collaboration
- Sending newsletters with tips about workspace organization, cybersecurity, online collaboration, and work-life balance
- Communicating transparently about the current business situation via monthly CEO updates in the form of online meetings
- Sending newsletters with reliable sources of information about COVID-19, symptoms, and actions to take if you have symptoms

In April 2020, the novel coronavirus continued to spread globally, and the demand for personal protective equipment exceeded available retail supplies. Concerned about the safety of our employees, we delivered personal safety kits to them at home.

In addition to our standard compensation packages, we arranged insurance for our employees that covers SARS-CoV-2. Intellias also provides extended paid sick leave for employees with confirmed cases of COVID-19.



IntelliSmartWorkPlaces

In December 2020, we implemented a new IntelliSmartWorkPlaces approach in response to employees' requests for flexibility in choosing a workplace after quarantine. With this approach, we divided all workplaces in Intellias offices into three groups:

Fixed desks

Workplaces assigned to specific employees

Booked desks

Workplaces that can be reserved in advance

Hot desks

Free workplaces (like in a coworking space) so employees can sit where they want

With this approach, we can manage the number of people working in the office simultaneously to maintain the social distancing needed to prevent the spread of the coronavirus.



Mental health and wellbeing

In 2020, we did our best to help our employees stay in good mental health and maintain their emotional wellbeing during lockdown.

To this end, we introduced IntelliMornings, which are online conversations where employees can share their thoughts and experiences regarding any preselected topic such as mindfulness, sports, and recycling. These online meetings help people get to know each other better, keep the whole Intellias team connected, and prompt knowledge sharing across the company.

Additionally, we organized various online events that we recorded and added to the corporate library:

- Lectures on balanced nutrition, biorhythms, and longevity
- Lectures by a psychotherapist on forming self-esteem, coping with anxiety, and relationships with relatives
- Online yoga classes

ENVIRONMENTAL AND COMMUNITY RESPONSIBILITY

In response to the pandemic, we mobilized resources, reorganized processes, and put a lot of effort into ensuring our employees' safety and supporting the local community in overcoming the crisis.

In 2020, we chose ecomobility as the focus of our corporate social responsibility program. Ecomobility not only helps reduce our CO2 footprint but provides additional safety amidst the pandemic. Riding a bicycle or electric scooter allows employees to keep their social distance while not being isolated from people.

In 2021, we plan to continue spreading sustainable mobility, adopt practices based on international experience in this area, and collaborate with organizations that are developing this movement.



COVID-19 response

In March, 2020, Intellias allocated funds to purchase 10,000 COVID-19 express tests for local medical facilities. We provided the first batch to the Lviv IT Cluster. Together with local authorities in Lviv, the organization initiated mass testing in the region. The second batch was provided to medical institutions in Kyiv city and the Kyiv region within the [#AntiVirus](#) project.

Our efforts in preventing the spread of COVID-19 in Ukraine brought Intellias the Best CSR Case award from CSR Ukraine. A total of 39 companies promoting the UN Sustainable Development Goals applied for the award.

In addition, we joined the first Ukrainian research on the resilience of organizations during the pandemic. As part of this research, Intellias CEO and co-founder Vitaly Sedler spoke about how the company overcame the crisis and plans for growth. The research combines the experience of 50 Ukrainian business owners and managers who have been leading their teams through the coronavirus crisis. The results can be found in a report titled ["COVID-19. The Resilient."](#)

Партнери:





Revitalizing facades

During the sixth annual Ukrainian graffiti festival, Alarm-Lviv'20, 22 Ukrainian artists painted an 80-meter wall of industrial buildings near the new Intellias office. This was one of the five locations in which the festival took place. Artists from Lviv, Kyiv, Lutsk, Ivano-Frankivsk, Kharkiv, Sumy, Rivne, Uzhhorod, and Kamyansky worked on the graffiti.

SDG Relay

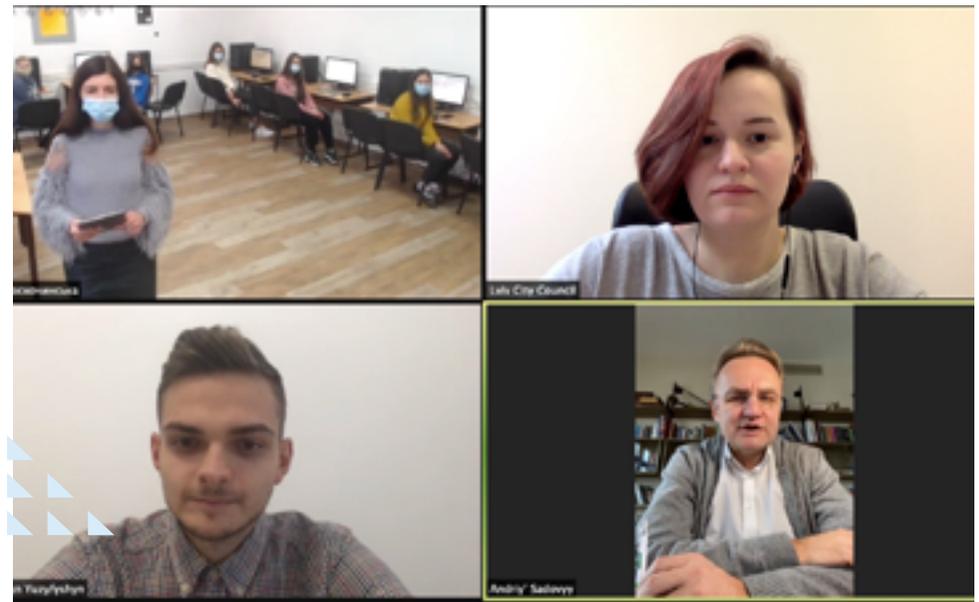
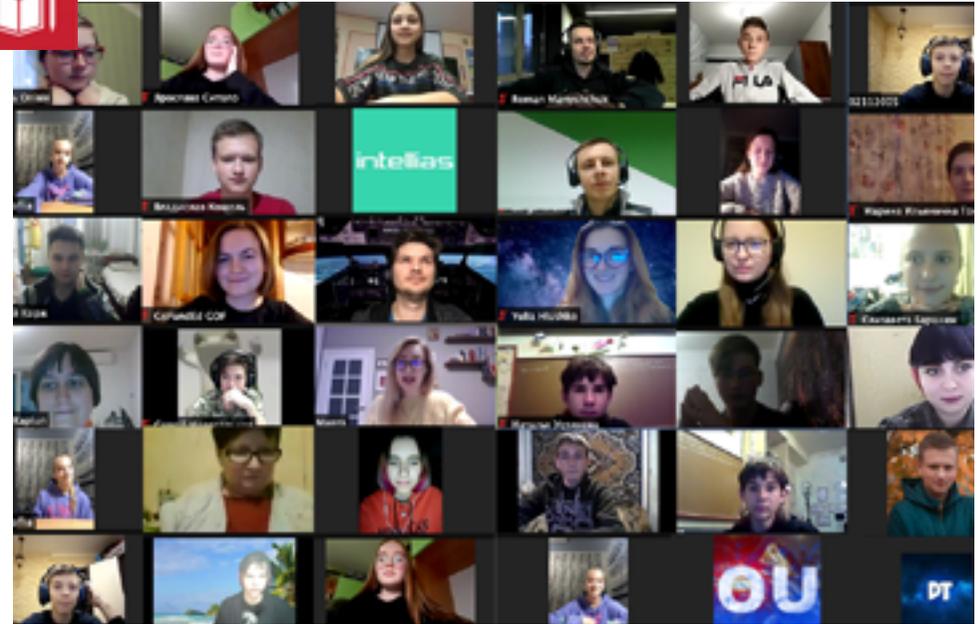
In September 2020, Intellias became an ambassador of the Virtual SDG Relay. For this event, 2,500 teams of partner and ambassador companies as well as individual teams helped raise funds for educational programs for young Ukrainian entrepreneurs.



Hour of Code

In December 2020, Intellias joined IT tech giants including Amazon, Accenture, Microsoft, Google, and Facebook in the mission to encourage a love for coding among students around the world within the [Hour of Code](#) project. We joined this worldwide initiative a few years ago. In 2020, we organized the first event of our own, which we called Intellias Hour of Future. During this event, eight Intellias experts explained the basics of IT professions to schoolchildren.

“My hobby is frontend. I already have the first accomplishment in this direction — I edited the layout of our local youth television site. I am attracted by the magic of reviving the design in the browser. I would also like to study backend. The lecturer turned out to be a full-stack developer and helped me understand where to start,” said one Intellias Hour of Future participant.





International Girls in ICT Day

Oleksandra Zubal, Senior Automation Test Engineer, and Olga Mazhara, Senior Java Engineer, shared their stories of working in IT and inspired more than 1,000 girls from 127 cities in Ukraine to join the industry.

Also, Anna Kaplun, Principal Test Engineering Lead, joined the first Ukrainian laboratory of startups for girls — STEM FemLab — and evaluated participants' presentations.



HeForShe Congress

Intellias presented its experience nurturing gender equality at HeForShe Congress organized by UN Women. Roman Hapachylo, VP of Talent Management at Intellias, shared hands-on experience creating children's rooms in Intellias offices to help Intellias employees be super-parents and stay efficient at work.



Green office

Aiming to minimize our negative impact on the environment, we adhere to practices that promote the rational use of natural resources.

We strive to reduce waste. We encourage all employees to put plastic, glass, paper, batteries, and plastic bottle tops in separate bins that are installed at every Intellias office. Intellias collaborates with non-governmental organizations including Zelena Korobka, Granty, and SortSmart for further recycling. In addition, we've partnered with the recycling center ZELENEW that makes home décor from plastic bottle caps.

We highly encourage employees to ride bicycles. All Intellias offices have bicycle parking lots and showers with clean towels, shampoo, and body wash. We even reimburse the cost of participation in some cycling competitions. Every year, we organize bike rides for our employees, providing the best routes, tech support, and healthy snacks.

To achieve more sustainable energy consumption, we've installed LED lamps in all our offices.



They consume less electricity and can be used for a longer period of time than traditional incandescent, halogen, and compact fluorescent lamps. They're also free of mercury vapor.

We do not use disposable plasticware in the office kitchens.

To eliminate the use of plastic bottles, we've installed tap water filters and water coolers.

We avoid printing on paper and use electronic documentation as much as possible. If we do print a document, we recycle the paper afterwards.



IT Nation 2020

Oleksandr Chyzhykov, Information Security Manager at Intellias, took part in the final camps of the [IT Nation Educational Program](#) for Residents of Donetsk and Luhansk regions. He gave a lecture on the basics of household cybersecurity, avoiding fraud, and protecting personal information.



Intellias Good Winter

In 2020, the slogan of St. Nicolas Day activities for employees' children at Intellias was "We are all different. We are all equal." Children received snacks made by the inclusive kitchen Crunches with Love. Participants in the singing competition received sweets from the social enterprise Nut House, and everyone took an online quest with a guide affected by blindness from the Third after Midnight museum in the dark.

Good Winter charity campaign. After our employees donated approximately \$4,700, Intellias added to that approximately \$3,600 and transferred the sum to the neurooncological care system for children with brain and spinal tumors in Lviv.

We randomly chose 30 employees who donated and presented them gifts manufactured by local socially responsible businesses.





Ecomobility

As we encourage our employees to commute by bicycle, we created the necessary infrastructure in our offices – bike parking lots, showers, and changing rooms.

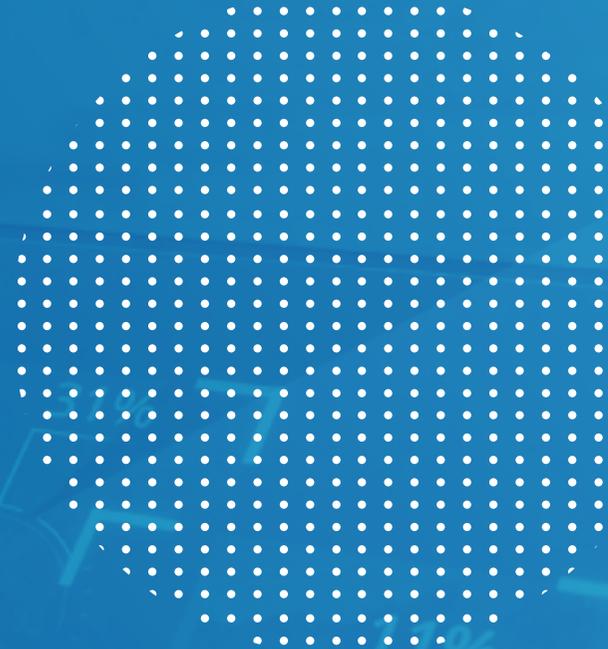
In 2020, the [NGO UCycle](#) recognized the Intellias offices in Odesa and Kharkiv among the best adapted offices for cyclists in those cities.

Intellias also organized cycling rides for employees in Kyiv, Lviv, and Ivano-Frankivsk. We suggested 35-kilometer routes and provided snacks and drinks.

In online meetings called IntelliMornings, our employees shared their cycling experience with colleagues and gave advice on choosing a bike and safety equipment for beginners.

Oleksandr Odukha, Head of Automotive at Intellias, joined the Climate talks: about electric transport in a city panel organized by the Plato NGO as part of a project on promoting electric cars as a component of sustainable mobility in Lviv. The speakers discussed developing public and private electric transport in Lviv and creating a sustainable mobility hub in the city.





ABOUT THIS REPORT



The Intellias Corporate Social Responsibility Report aims to portray the relationships between Intellias and the full range of its stakeholders: employees, clients, local communities, and the broader society. It also describes Intellias' contribution to achieving sustainable development goals and corporate social responsibility activities during the period 01 January 2020 – 31 December 2020.

In this report, we summarize our efforts not only in strengthening our socially responsible practices but in adjusting them to new challenges brought by the global COVID-19 pandemic.

This is the first report Intellias has prepared according to the standards of the Global Reporting Initiative (Core option)

The previous report was published in October 2020 and covers period from 1 January 2019 to 31 July 2020

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





GRI standards compliance

GRI 102: General Disclosures. Organizational profile

102-1	Name of the organization	About Intellias, p. 5	
102-2	Activities, brands, products, and services	About Intellias, p. 5-6	
102-3	Location of headquarters	About Intellias, p. 7	24, Panasa Myrnogo Str., Lviv, Ukraine, 79034
102-4	Location of operations	About Intellias, p. 8	
102-5	Ownership and legal form		Limited liability company. Privately owned.
102-6	Markets served	About Intellias, p. 6, 8	
102-7	Scale of the organization	About Intellias, p. 5 Responsibility towards employees, p. 15	
102-8	Information on employees and other workers	Responsibility towards employees, p. 15	
102-9	Supply chain	Responsibility in business, p. 13	
102-10	Significant changes to the organization and its supply chain	Responsibility in business, p. 13	
102-11	Precautionary Principle or approach		N/A
102-12	External initiatives	Responsibility towards the environment and community, p. 21-28	
102-13	Membership in associations	Community involvement and development, p. 14	



GRI 102: General Disclosures. Strategy

102-14	Statement from senior decision-maker	p. 3	
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GRI 102: General Disclosures. Ethics and integrity

102-16	Values, principles, standards, and norms of behavior	Responsibility towards employees, p. 16	
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GRI 102: General Disclosures. Governance

102-18	Governance structure	Organizational structure, p. 35-36	
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GRI 102: General Disclosures. Stakeholder engagement

102-40	List of stakeholder groups	Stakeholders, p. 11	
102-41	Collective bargaining agreements		Labor practices and employee benefits are governed by internal policies and procedures.
102-42	Identifying and selecting stakeholders	Our responsibility, p. 10	
102-43	Approach to stakeholder engagement	Our responsibility, p. 10	
102-44	Key topics and concerns raised	Stakeholders, p. 11	



GRI 102: General Disclosures. Reporting practices

102-45	Entities included in consolidated financial statements		TzOV Instytut Informaciinych Technolohiy "Intellias"
102-46	Defining report content and topic boundaries	About this report, p. 30	
102-47	List of material topics	Our responsibility, p. 10-11	
102-48	Restatements of information		N/A
102-49	Changes in reporting	About this report, p. 30	
102-50	Reporting period	About this report, p. 30	
102-51	Date of most recent report	About this report, p. 30	
102-52	Reporting cycle		Annually
102-53	Contact point for questions regarding the report	About this report, p. 30	
102-54	Заява про підготовку звіту відповідно до Стандартів GRI	About this report, p. 30	
102-55	GRI content index	p. 31-34	
102-56	External assurance		N/A

GRI 206: Anti-competitive behavior

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No cases of corruption or violation of antimonopoly laws during the reporting period.
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GRI 401: Employment

401-3	Parental leave	Responsibility towards employees, p. 16	
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GRI 402: Labor/Management Relations

402-1	Minimum notice periods regarding operational changes		30 calendar days for permanent employees; 15 calendar days for employees on probation period.
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GRI 404: Training and education

404-1	Average hours of training per year per employee	Learning and development, p. 17	
404-2	Programs for upgrading employee skills and transition assistance programs	Learning and development, p. 17	
404-3	Percentage of employees receiving regular performance and career development reviews	Learning and development, p. 17	

GRI 406: Non-discrimination

406-1	Incidents of discrimination and corrective actions taken		No discrimination cases for the reporting period.
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GRI 418: Customer privacy

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data security, p. 13	
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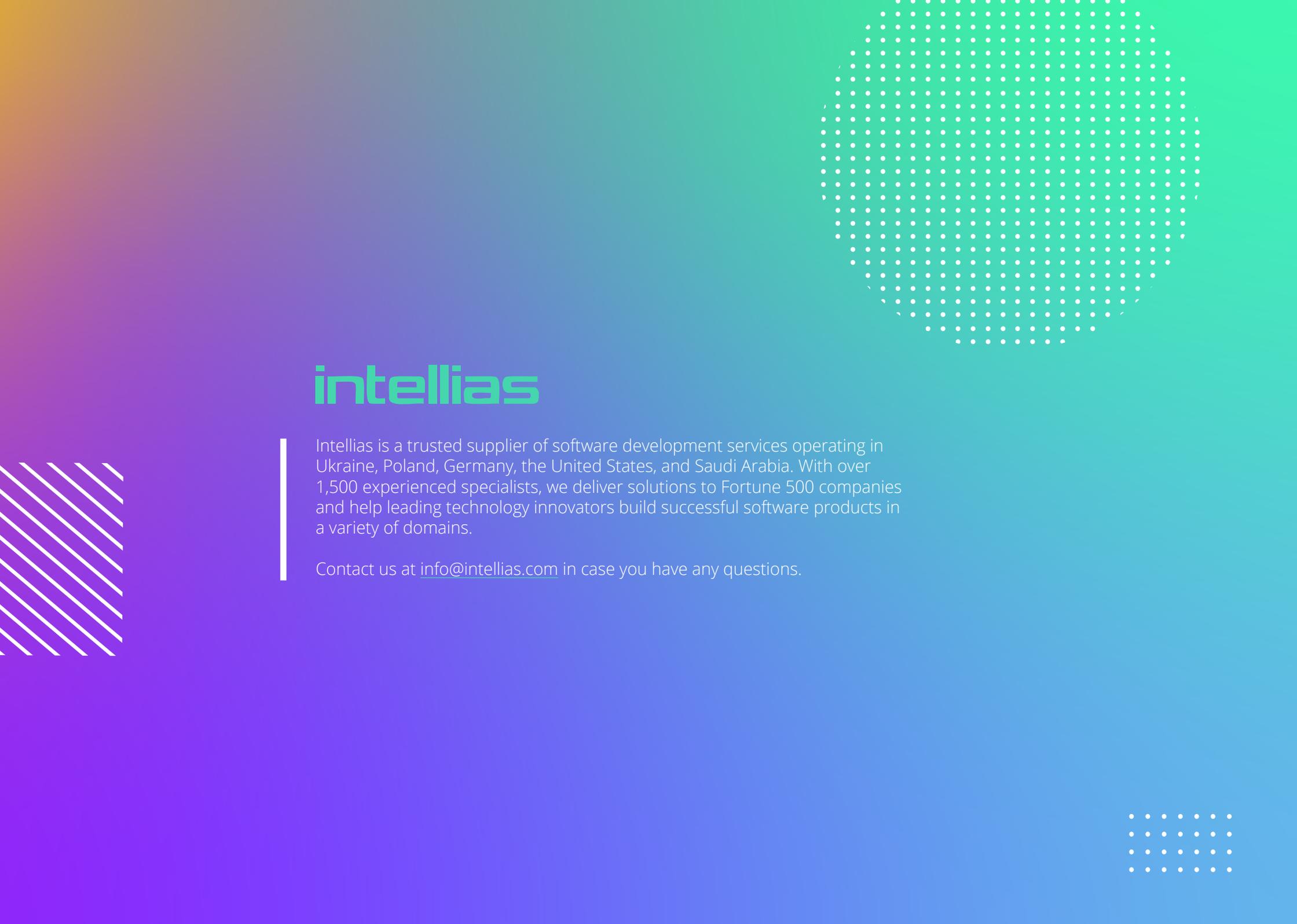
Organizational structure

(Appendix 1)

Shareholders	Oversee general company performance
CEO	Manage the company and execute the corporate strategy
COO & Chairman of the Group	Manage the company's internal activities, including business processes, HR, recruitment, and infrastructure; oversee matters of corporate governance
CDO	Manage the Delivery Organization, which is responsible for delivering services to clients
CTO	Oversee technological aspects of the company's strategy
VP, Delivery Delivery Director (multiple positions)	Oversee delivery of services to Intellias clients within respective organizational units
VP, Head of Technology Office	Create and transform Intellias' technology offerings in all areas of product engineering, from ideation to productization
Project Management Office (PMO)	Define, implement, and optimize work within client engagements; build the Delivery Manager Community to continuously improve management practices
Delivery Operations (DO)	Define, implement, optimize, and support processes within the delivery management ecosystem
VP, Growth Enablement	Oversee the company's presence in strategic markets, manage lead generation, and sell services to new clients
President, North America	Develop Intellias' business in North America, including developing and implementing a marketing strategy and engaging new clients
VP, Sales Europe	Oversee Intellias' business development on the DACH market
VP, Business Competence & Services	Ensure Intellias has a competitive portfolio of services to offer clients

(Appendix 2)

VP, Business & Operations, USA	Drive regional revenue growth, diversify the Intellias client portfolio, and establish the foundation for expanding engineering operations in the US market
Director, Account Management	Build and develop strong, successful, and mutually beneficial client relationships
VP, Finance	Promote Intellias' financial growth; manage financial flows, financial planning, and reporting
Head of Legal	Oversee Intellias' activities within the legal framework; provide legal support for corporate and commercial matters
VP, Talent Management	Develop the Intellias brand on the labor market; develop corporate culture; manage recruitment, onboarding, and professional development
Director, Employee Experience	Oversee the entire employee journey with Intellias
Manager, Talent Delivery	Oversee employee recruitment in accordance with project needs, requirements, budgets, and schedules
Manager, Workforce Management	Transform Intellias' business goals into a talent acquisition plan; meet talent demand by managing key channels: reserve, rotation, accelerated training, outsourcing
Manager, Talent Partnership & Growth	Oversee and improve the company's approach to retaining talent
Manager, Talent Learning & Development	Create learning opportunities to encourage employees to pursue continuous professional development
Head of M&A and Strategic Investments	Develop and analyze business and financial mergers and acquisitions; support transaction promotion and develop integration plans
Director, Business Processes Management	Oversee information resources, business processes, IT architecture, data, analytics, information systems, security, regulatory compliance, certifications, business continuity, risks, and vendor partnerships
Director, Admin Services	Support the corporate infrastructure, oversee work conditions (offices, networks, equipment), managing travel, and handling other administrative tasks



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