

INNOVECS INNOVATE
INSPIRE
CARE

#StandWithUkraine:

INNOVECS' SOCIAL RESPONSIBILITY EFFORTS



→ WHO WE ARE

Innovecs is a global digital transformation tech company with presence in the US, UK, Israel, Australia, Poland, Georgia, Colombia, and Ukraine.

For five consecutive years, Innovecs has been ranked in the Inc. 5000 as one of the fastest growing businesses in the US, as well as one of the best global outsourcing companies, according to IAOP.

→ OUR VALUES

At **Innovecs**, we are driven by our three core values:

1 **INNOVATE**

2 **INSPIRE**

3 **CARE**

These values guide everything we do and help us to create a positive, supportive work environment for our team.

→ RELOCATION SUPPORT PROGRAM

The company's commitment to ensuring the survival and well-being of its team during wartime extends beyond mere words.

As part of its comprehensive approach, a relocation support program has been established to safeguard the team members. Recognizing the potential risks associated with operating in an unstable environment, the company has taken proactive measures to protect its workforce.



→ SECURE WORKPLACES

The Kyiv office has been transformed into a formidable fortress, meticulously designed to withstand emergencies and provide a secure workplace. With the installation of robust security systems, the company has created a safe environment for its employees, instilling a sense of confidence and peace of mind during tumultuous times.

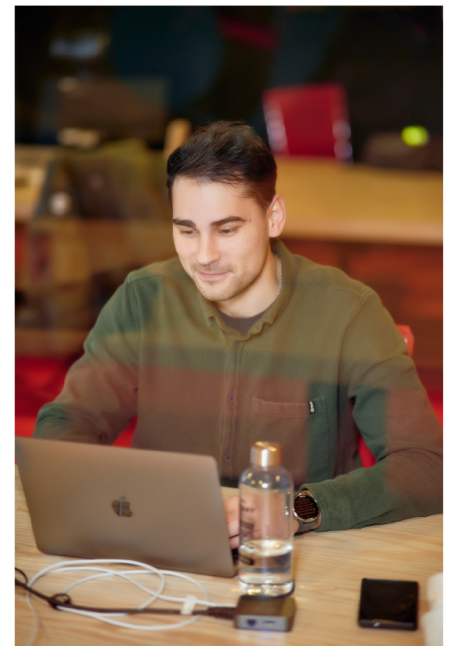
Additionally, the office is equipped with backup power sources, guaranteeing a seamless flow of energy even during blackouts or other disruptions.



→ TEMPORARY WORKSPACES

Leveraging on-demand offices and coworking, the company ensures the continuity of its operations, even during periods of blackouts or other infrastructure disruptions.

This flexible approach allows the team to seamlessly transition their work environments, maintaining productivity and meeting client commitments despite difficulties.



→ Business Continuity

In the face of uncertainty and adversity, Innovecs has taken decisive action to ensure the continuity of our operations and the safety of our team.

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- 1 Those in need **have been relocated to secure locations** both within and beyond the borders of Ukraine.

 - 2 Our critical services are safeguarded in cloud-based **data centers located in the EU and US**, with an infrastructure that remains steadfast and operational.

 - 3 To allay any concerns and fears our clients may have, we have implemented rigorous and extensive measures to guarantee the **highest standards of corporate IT security and compliance**, as well as augment **insurance payouts for cybersecurity-related incidents**.



→ TRANSPARENCY AND RESPONSIBILITY

We take every opportunity to publicly voice **our stance on the war in Ukraine**, engaging with the media and social platforms to transparently communicate our position.

We **condemn in the strongest possible terms Russia's indefensible aggression** against the sovereign democratic state of Ukraine.





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Innovecs is brave. We are positive our company has the best people from various corners of the world. Many of us have joined forces to protect Ukraine from evil, aggression, violence, ignorance — whatever our enemy thinks it is.

Innovecs is grateful. We would like to send our gratitude to our people — employees, partners, clients. Thank you for our shared journey no matter how hard it is.

We look at the horizon and see light. Because we are all about opportunity, hope, kindness, care, and moving forward.



Alex Lutskiy

Founder and CEO at **Innovecs**

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→ Donation for “Come Back Alive” Foundation

The Foundation purchases equipment that helps saving the lives of the military, including thermal imaging optics, quadcopters, cars, security, and intelligence systems.



“Come Back Alive” is the first charity organization in Ukraine that received a license for the purchase and import of military and dual purpose goods.

Innovecs supports the Foundation from the first days of full scale war began with charitable contribution.

It is also possible to show your support for Come Back Alive by making a donation via the following link:

<https://savelife.in.ua/donate/#donate-army-card-monthly>

→ Our Support of Medical battalion "Hospitallers"

In December 2022, Innovecs made a charitable contribution to the Ukrainian volunteer paramedic organization Hospitallers.

The medical battalion assists soldiers and civilians on the front line day to day. For 8 years, Hospitallers continue to confirm their slogan: "For the sake of every life".

Currently, the organization is collecting donations to purchase winter ammunition for the paramedic team, winter tires for ambulances and pickup trucks, and occlusive bandages. Hospitallers will distribute evenly among the organization's needs for all funds raised.

If you have an opportunity, there is an option to support Hospitallers by donating using the provided link:

<https://www.hospitallers.life/needs-hospitallers>



→ Innovecs supports the Leleka Foundation's mission in Ukraine

Recently, Innovecs made a charitable contribution to provide essential medical supplies to paramedics who tirelessly save the lives of Ukraine's defenders on a daily basis.



Among the equipment and systems supplied are innovative combat evacuation systems and SAM Junctional Tourniquets.

Together, we are equally committed to supporting the brave hearts on the front lines of healthcare in Ukraine.

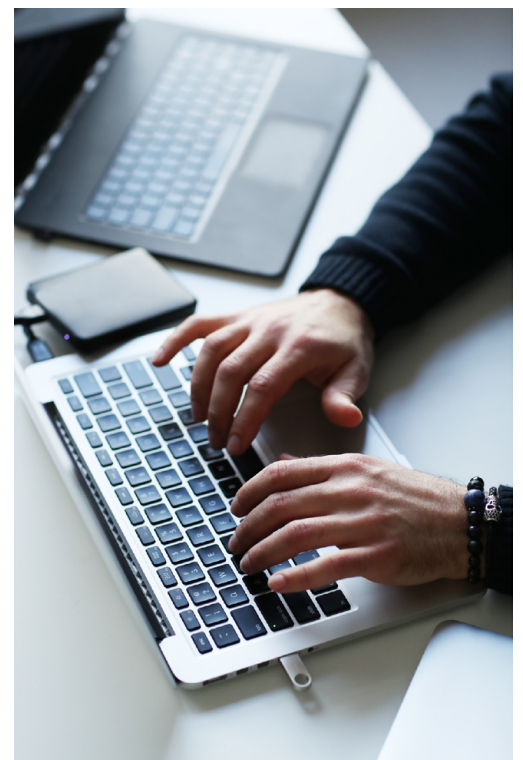
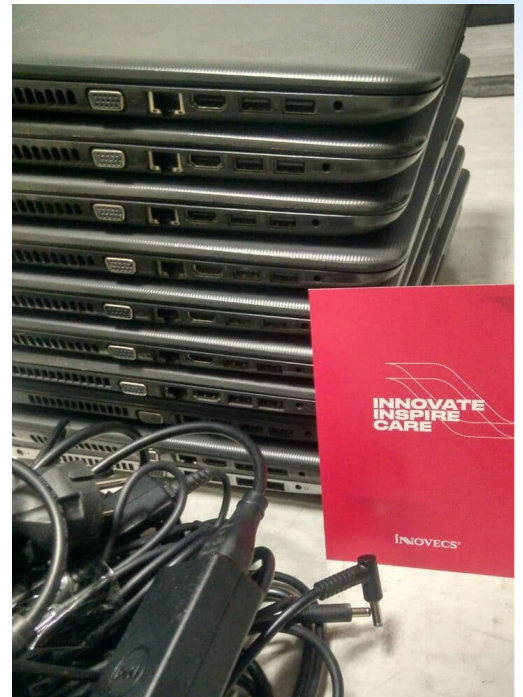
You may also make a donation or fundraise for Leleka Foundation via the link:

<https://www.leleka.care/donate>.

→ Devices for Ukrainian defenders

Many new units have been formed since the start of the full-scale invasion. Computers are in big demand.

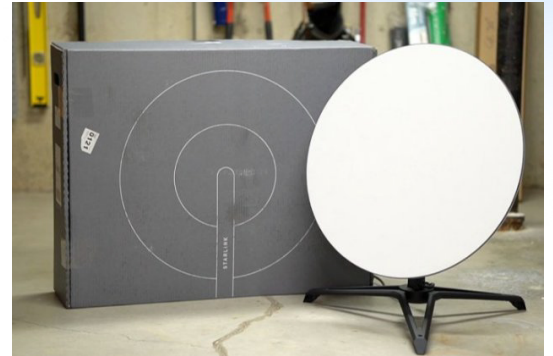
We have supplied electronic equipment including laptops, tablets, and printers to military units.



→ Starlink terminal for the Armed Forces of Ukraine

To date, Starlink is the critical infrastructure that impacts the lives of thousands of people. Terminals help the Ukrainian military to keep in touch.

In July 2022, Innovecs donate a Starlink terminal for the Armed Forces of Ukraine.



→ OUR HELP MATTERS

The courage of the Armed Forces not only gives all of us strength for further life and struggle but also reminds us that every contribution to the common cause brings our victory closer.

We thank every defender for their feat, thanks to which Ukrainians in the rear can continue to work, create and support the economic front.

We are glad that our contribution brings victory closer.



→ ACTIVITIES FOR THE TEAM

For us, **care** is the desire to **help others, consistency, and willingness to take responsibility** for the cooperation results.

Helping and supporting others during difficult situations creates a sense of community and belonging, which fosters a collaborative atmosphere.

This, in turn, helps to uplift the morale of individuals and teams, providing us with the motivation and strength to overcome challenges of the wartime.



→ TRENCH CANDLES WORKSHOP

In February 2023 innovecsers gathered in the Kyiv office for a good deed — creating trench candles for the Armed Forces of Ukraine. We made a lot of those and sent light and warmth to our defenders who protect our freedom on frontlines.



→ Blood Donation Day

Last Autumn Innovecs teams took part in an initiative which can make an impact. Our brave teammates provided vital help to those who need it most right now. We organized Blood Donor Day to realize the sincere desire of innovecsers to become blood donors.

Just look at the pictures. This is our heart-warming story to remember, an important and socially beneficial cause.

We would like to thank our respected and reliable partners — Blood Agents and the National Institute of Cardiovascular Surgery named after M.M. Amosov. The medical team conducted all the necessary tests, collection of blood, and took care of the participants' health.



→ First-Aid Training Courses

Innovecs collaborates with Realist Security Hub to provide the team with first-aid training courses on a regular basis. During the course, participants are taught to evaluate the condition of a victim and offer assistance in the event of severe bleeding, traumatic shock, and other medical emergencies.

The training is conducted in a simulated environment that closely mimics real-life situations. Upon successful completion of the training, each participant is awarded a basic training certificate.



→ Patriotic merch helps “Hospitaliers”

Innovecs Ambassador Program has released a new item — key straps in the colors of the Ukrainian flag. Teammates had the option to choose from two designs or select both in exchange for points.

These exclusive souvenirs were incredibly popular among innovecers, and we're delighted to announce that they were fully sold out.

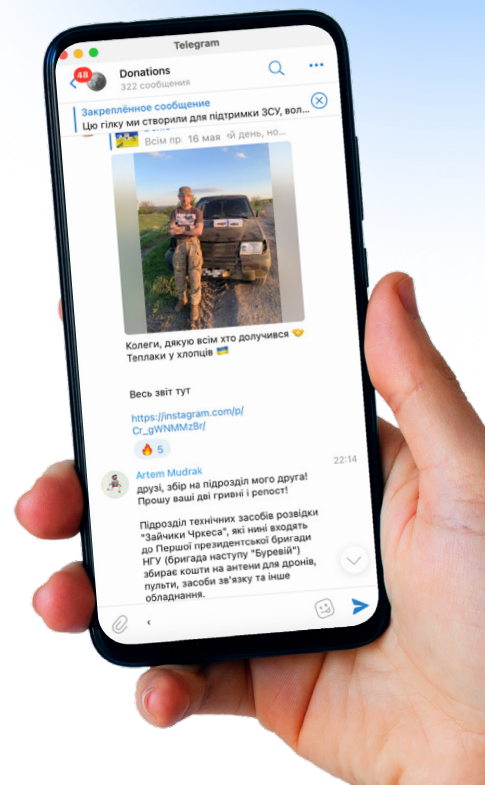
As a result, we were able to make a donation of UAH 350 to the Ukrainian volunteer paramedic organization "Hospitaliers" for every key strap purchased.



→ The power of community

We take great pride in the strength of the Innovecs community. Our courageous and compassionate team members actively organize charity fundraisers on a regular basis to provide support to Ukrainian defenders.

Within the Innovecs chat, a sense of sharing, assistance, and support has blossomed. As a result, bit-by-bit, Innovecsers have raised significant funds to aid the Ukrainian Armed Forces and support humanitarian volunteer initiatives, mitigating the impact of the ongoing war. Every donation holds tremendous importance and makes a difference in the cause.



We do believe — just as the darkness thickens before dawn, so the good intensifies when evil is expressed.

As a Team, **we at Innovecs are united more than ever before.** Our unity helps to keep up our morale and strengthen our faith in victory.

We **#StandWithUkraine**, and we are Ukraine. Ukrainians are very strong as a nation, and we're going through it together.

Glory to Ukraine!

