



INNOVECS

CORPORATE SOCIAL RESPONSIBILITY REPORT

2023

As we reflect on this year's journey, INNOVATE, INSPIRE, and CARE have guided Innovecs' path to creating meaningful change. These core values drive us to deliver to our clients with excellence, empower our team to grow and thrive, and stand in solidarity with those who need it most.

From building resilience and well-being within our team to delivering impactful support for Ukraine, this CSR report is a testament to the legacy we're crafting together. We are proud to share these achievements and invite you to be part of our vision for a brighter future.

Alex Lutskiy

Founder and CEO
of Innovecs



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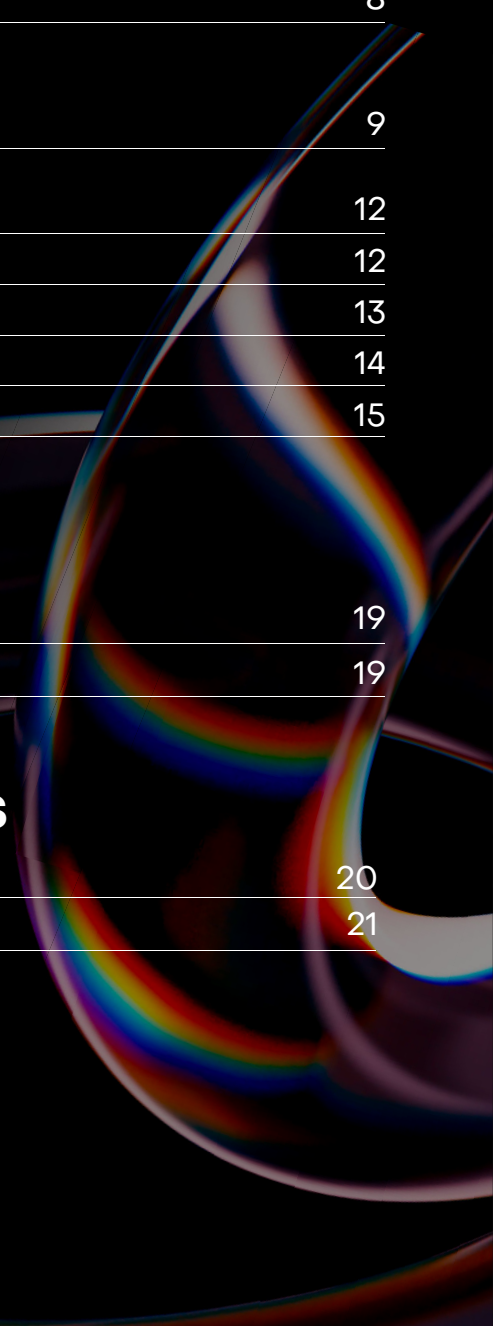
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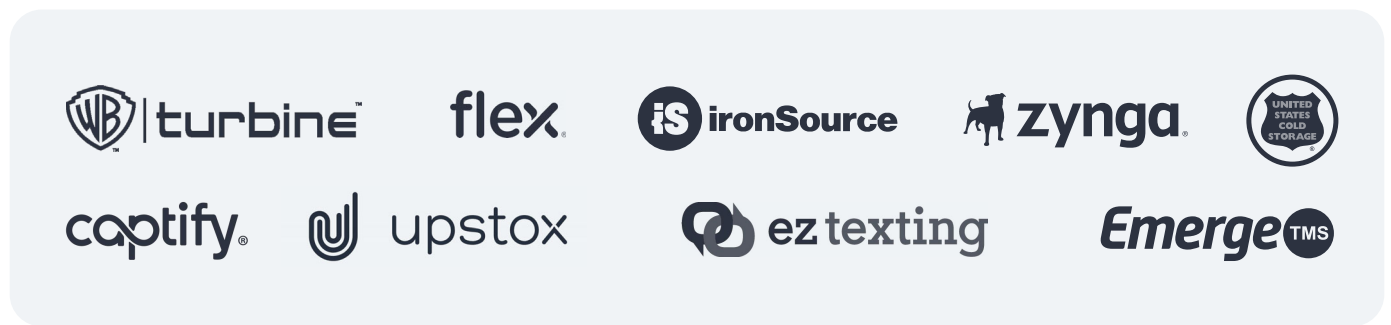


ABOUT INNOVECS

Innovecs is a global digital services company focused on prominent software development within the Supply Chain, Games and HighTech industries. For the fifth year in a row, Innovecs is included in the Inc. 5000, the list of fastest-growing private companies in the US, and a ranking of the best global outsourcing

service providers by IAOP. Innovecs is on the Global Top 100 Inspiring Workplaces Ranking, honored with the prestigious Global Good Awards for Employee Engagement & Well-being, and won gold at the Employer Brand Management Awards.

OUR CLIENTS:



OUR AWARDS



powered by **glassdoor** 4.6 ★★★★★ **90%** would recommend to a friend

VALUES WE LIVE BY

INNOVATE:

We challenge ourselves and the status quo. It's in our nature to push the envelope and question what we do and how we do it. Because our progress means our clients' success.

INSPIRE:

We don't just deliver — we empower. We help our teams envision, achieve, and own their excellence. Inspiration is the root of

game-changing and proactive experiences. We see new possibilities everywhere.

CARE:

We approach every endeavor with a genuine concern for process, product, and relationships. Your needs are at the heart of our agenda every day.

PEOPLE AND WORKPLACE. PRINCIPLES FROM OUR CODE OF CONDUCT

The success of our business depends on the trust and confidence we earn from our team and clients. By acting ethically, consistently, and with integrity, we ensure a positive workplace for everyone. Key principles from our [Code of Conduct](#) include:

Respect for the individual:

We all deserve to work in an environment where we are treated with dignity and respect. Innovecs is committed to creating such an environment because it brings out the full potential in each of us, which ultimately contributes directly to our business success.

Equal opportunity:

We promote equal opportunities and embrace diversity in terms of work experience, area of expertise, culture, religion, gender, and ethnicity. Anti-harassment, anti-discrimination, and anti-bullying: Innovecs will not tolerate discrimination, harassment, bullying, or any behavior or language that is abusive, offensive, or unwelcome.

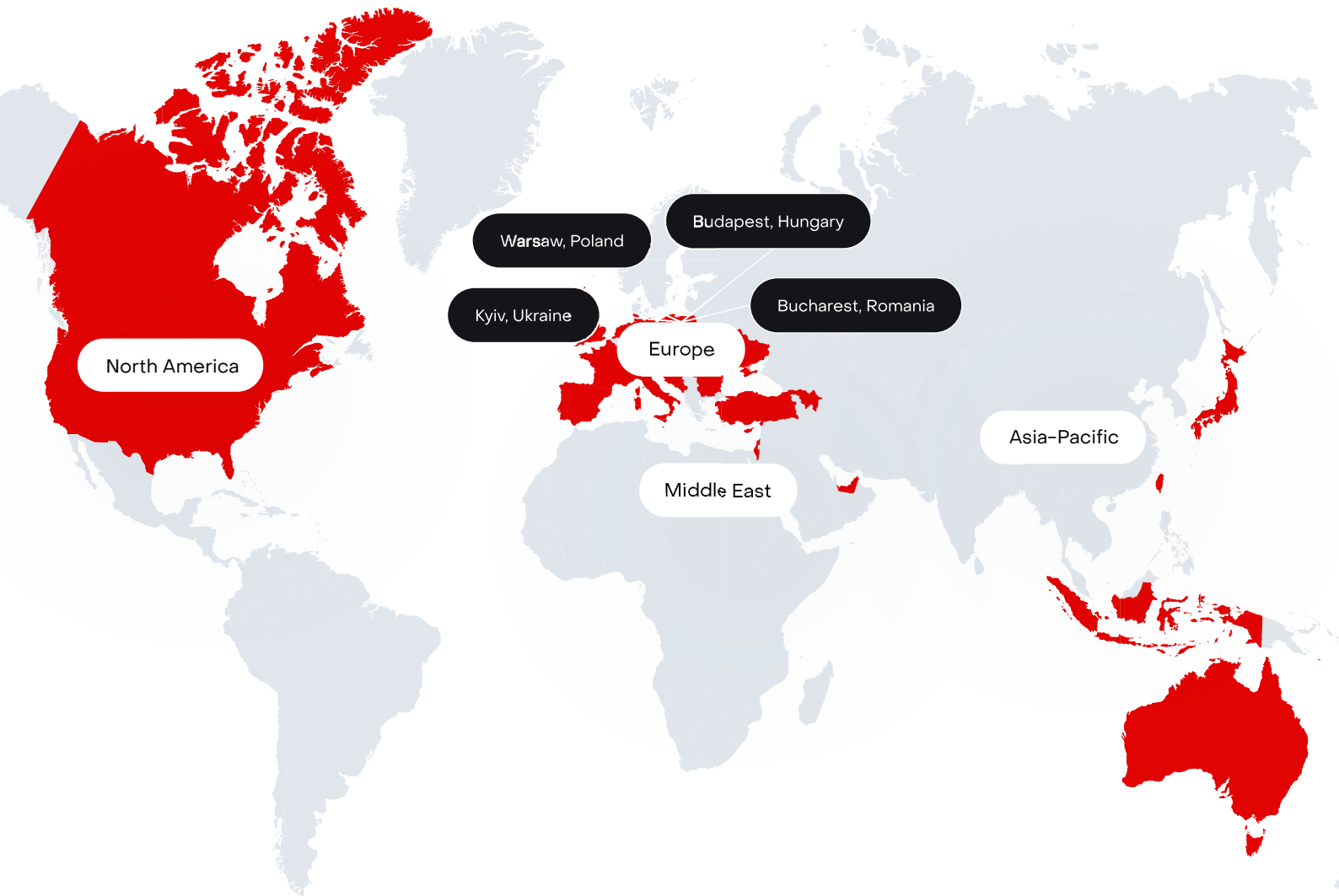
Open communication:

At Innovecs, everyone should feel comfortable speaking their mind, particularly with respect to ethics concerns. Innovecs will not tolerate retaliation against individuals who raise genuine ethics concerns in good faith.

Collaboration and teamwork:

We foster teamwork and encourage the representation of different perspectives within the team. We support flexible work arrangements for co-workers with different needs, abilities, and/or obligations.

INNOVECS ON A GLOBAL MAP

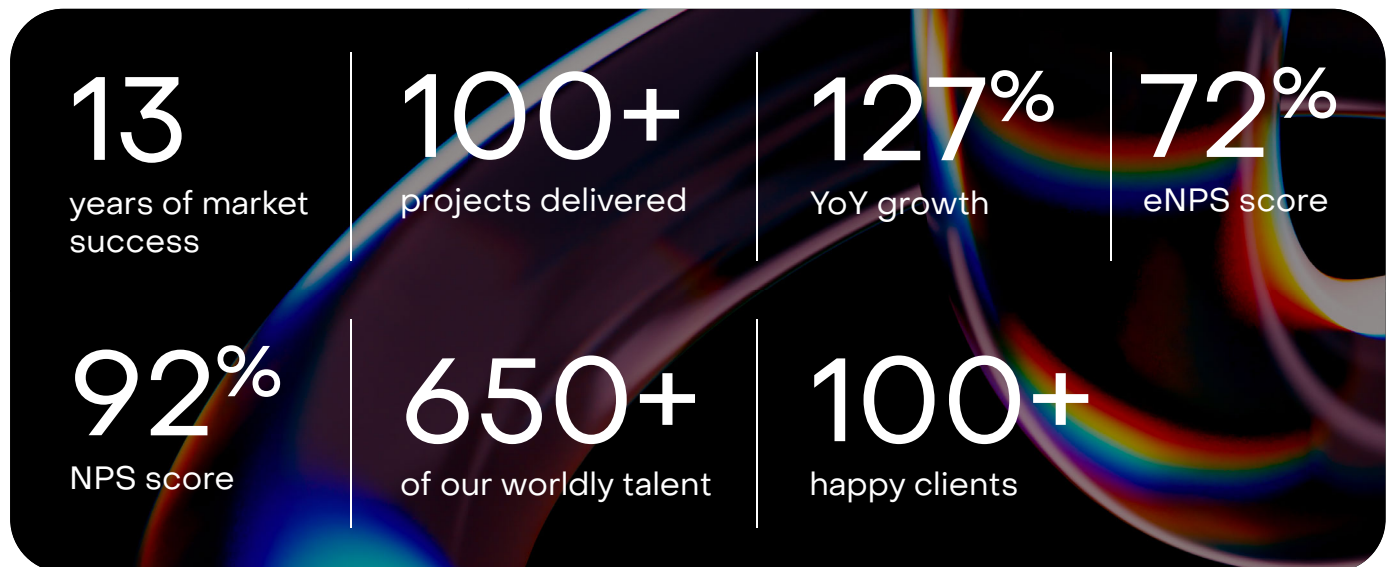


4 ↗
R&D hubs

11 ↗
countries with
Innovecs' clients

27 ↗
countries in 4 regions are
home to our team members

OUR KEY NUMBERS



INDUSTRIES SERVED

Games

- Full-Cycle & Co-Development
- Web3 Game Development
- Art & Asset Production
- Cloud Infrastructure & Scalability
- DevOps & QA
- Playable Ads & User Acquisition

Supply Chain

- Integration & Implementation
- Service
- API, Mobile & Web Dev Services
- System Testing
- Data Management Services
- Cloud Solutions
- Operational Audits
- Project Management
- Business Change Management
- System Support
- AI Solution

HighTech

- Software Development & Engineering
- Salesforce Development
- Cloud & Infrastructure
- Data Management
- AI / ML Services
- DevOps Services
- Quality Assurance & Testing
- Project Management & Consulting
- UI/UX & Experience Design
- Maintenance & Support Services
- BlockChain

OUR PARTNERSHIPS



OUR GLOBAL TEAM



In 2023, Innovecs welcomed

94 new team members from over 8 cities

INDUSTRY EVENTS

This year, we strengthened Innovecs' global presence by participating in numerous high-profile events across the world. To deepen our expertise and keep pace with the latest industry

advancements, our team actively engaged in events like **XDSummit** in Vancouver, **ICE London**, **SBC Summit** in Lisbon, **CILT UK Conference** in Windsor, and the **Gartner Conference** in Orlando, FL.



TRANSPARENCY ACROSS THE COMPANY

At Innovecs, transparency is at the heart of our leadership approach, building a culture of trust across all levels. Through initiatives such as **CEO Talks**, **Open-Door Dialogues**, and **InnoBoost**, we ensure that every team member has direct access to leadership and an opportunity to share ideas and feedback.

CEO TALKS

WITH ALEX LUTSKIY



CEO Talks and Open-Door Dialogues offer informal spaces for our people to engage with leadership, discuss ideas, and projects, and address concerns. Innovecs further promotes this open culture through **InnoBoost**, a program that invites teammates to submit innovative ideas. These ideas are carefully evaluated, and the selected ones are transformed into actionable projects that help grow our business.

INNOVECS

A GLOBAL DIGITAL SERVICES COMPANY

INNOBOOST

Boosting Ideas, Building Impact

INNOVATE INSPIRE CARE

OUR CSR VISION

At Innovecs, we are committed to creating a lasting, positive impact on our people, clients, and communities. Through our diverse initiatives, we ensure that every aspect of our social responsibility is actively developed and supported.

Well-being:

We have created a supportive and inclusive workplace by implementing initiatives that prioritize our people's well-being through mental health support, flexible benefits (InnoFlex), and wellness programs.

Charity:

At Innovecs, we prioritize giving back to society by partnering with impactful organizations and supporting vital causes. Since the beginning of the full-scale war, Innovecs has actively supported Ukraine through donations and partnerships with local organizations.

Education and Professional Development:


We believe in a culture of continuous learning. Our educational programs equip team members with access to new knowledge and skills. Additionally, we offer a mentorship program, allowing our people to grow through personal and professional development.

Community Engagement:

Our community support is a core pillar of our company values – **INNOVATE, INSPIRE, CARE**. We ensure everyone feels valued and respected at Innovecs through a range of inclusive initiatives.

Transparency and Inclusion:

We built trust and openness between people and the C-level through various initiatives ensuring that our team members have direct access to leadership and an opportunity to share ideas and feedback.



We have built a culture of trust and openness between team members and leadership. By implementing open communication practices, we make sure our people have direct access to leadership and the opportunity to share ideas and feedback.

INNOVECS STANDS WITH UKRAINE

At Innovecs, we actively and openly share our position on the ongoing war in Ukraine. Every action we take, every initiative we launch, is driven by a sense of duty and solidarity with those fighting for our freedom.

We stand with the people of Ukraine — not only in our words but in our resolute support for their safety, well-being, and future. Together, we believe in the power of resilience, hope, and unity as we face these challenging times.

RELOCATION AND SECURE WORKPLACES

From the first day of the full-scale war, we have taken significant steps to ensure the safety and well-being of our Ukrainian team. We implemented a relocation support program and, as the situation evolved, developed Global Mobility Guides to assist our people with smooth transitions to new locations. These guides

offer essential information on visas, healthcare, housing, and more, ensuring our team feels supported throughout the process. Our Kyiv office was also transformed into a secure and resilient workplace, with robust security measures and backup power sources.

DEVICES FOR UKRAINIAN DEFENDERS

We've supported Ukraine's defenders by providing critical resources. We have supplied laptops, tablets, and printers to military units, ensuring that newly formed groups have all the tools they need to stay connected. In addition, we contributed a Starlink terminal to help the Armed Forces of Ukraine maintain vital communication.



DONATIONS TO HUMANITARIAN CAUSES

Our support extends beyond our internal team. We have been a long-standing contributor to organizations like the **"Come Back Alive" Foundation**, which supplies essential military equipment, the **"Hospitallers" medical battalion**, which saves lives on the frontlines, and the **Leleka Foundation**, a non-profit organization that provides medical supplies to paramedics. In addition, our team has **supported Ohmatdyt**, the largest children's hospital in Ukraine, after it was tragically damaged by a missile strike.

We also partnered with the **Ruslan Shostak Charitable Foundation** and donated computer equipment to the **Orphanage**, expanding the educational resources available to children from frontline areas



INNOVECS COMMUNITY SUPPORT INITIATIVES

The strength of the Innovecs community shows in how we care for each other, and by standing together, we believe we can overcome any obstacle. Innovecs people came together to donate blood, helping to save lives and contribute to a critical need. We also created trench candles, sending warmth and light to the defenders on the frontlines.

On Valentine's Day, Innovecsers took part in a special bread-making event at the **"Good Bread From Good People"** bakery. This initiative supported individuals with mental disabilities while also providing

bread to those in frontline territories. In addition, we hosted several first-aid training courses, so that our team members were equipped with essential life-saving skills to support each other in emergencies.



INNOVECS COMMUNITY SUPPORT INITIATIVES

We've provided comprehensive mental health support, offering counseling and organizing lectures and workshops on topics such as **mental health and legal safety**. One such initiative was a psychological lecture on civil-military relations, which helped raise awareness of the challenges veterans face and fostered greater understanding within the team.

In addition to our mental health support, we provide our team with flexible benefits. Our **InnoFlex program** allows people to customize their benefits, ensuring that everyone has access to resources that meet their individual needs, including health, wellness, and professional development.

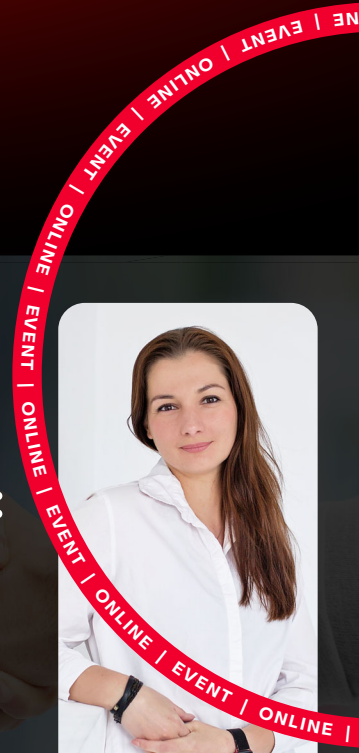
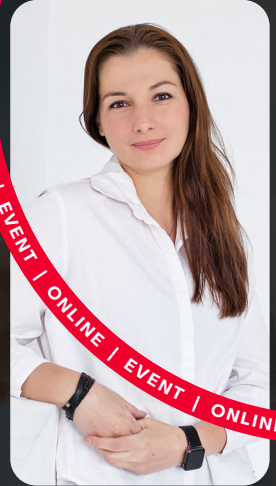
INNOVECS

DIVERSE WAR EXPERIENCES:

Psychological Lecture on Civil-Military Relations

Speaker:

TETYANA RUDENKO
 Founder, head of NGO "Vilnii Vybir"



INNOVECS

A GLOBAL DIGITAL SERVICES COMPANY

Benefits at Innovecs

Basic & Flexible program



INNOVECS' SUPPORT FOR UKRAINIAN HOCKEY

Our company has played a pivotal role in supporting Ukrainian hockey, contributing to the sport at both competitive and amateur levels. Since 2021, we have proudly partnered with Ukraine's national hockey teams, including the U18 and national teams.

In 2023, we continued our collaboration, becoming the title partner of the Ukrainian Ice Hockey Federation and supporting the national team as they represented Ukraine on the international stage. This partnership included backing

their impressive silver medal achievement in the third-tier World Championship in Estonia.

In 2024, we deepened this partnership by supporting the Ukrainian U18 team during their Canadian training camp and charity matches, followed by their participation in the Olympic Hopes tournament in Hungary. Our collaboration continued as we backed the team's preparation for the World U18 Championship in Denmark, marking a significant step in their international journey.

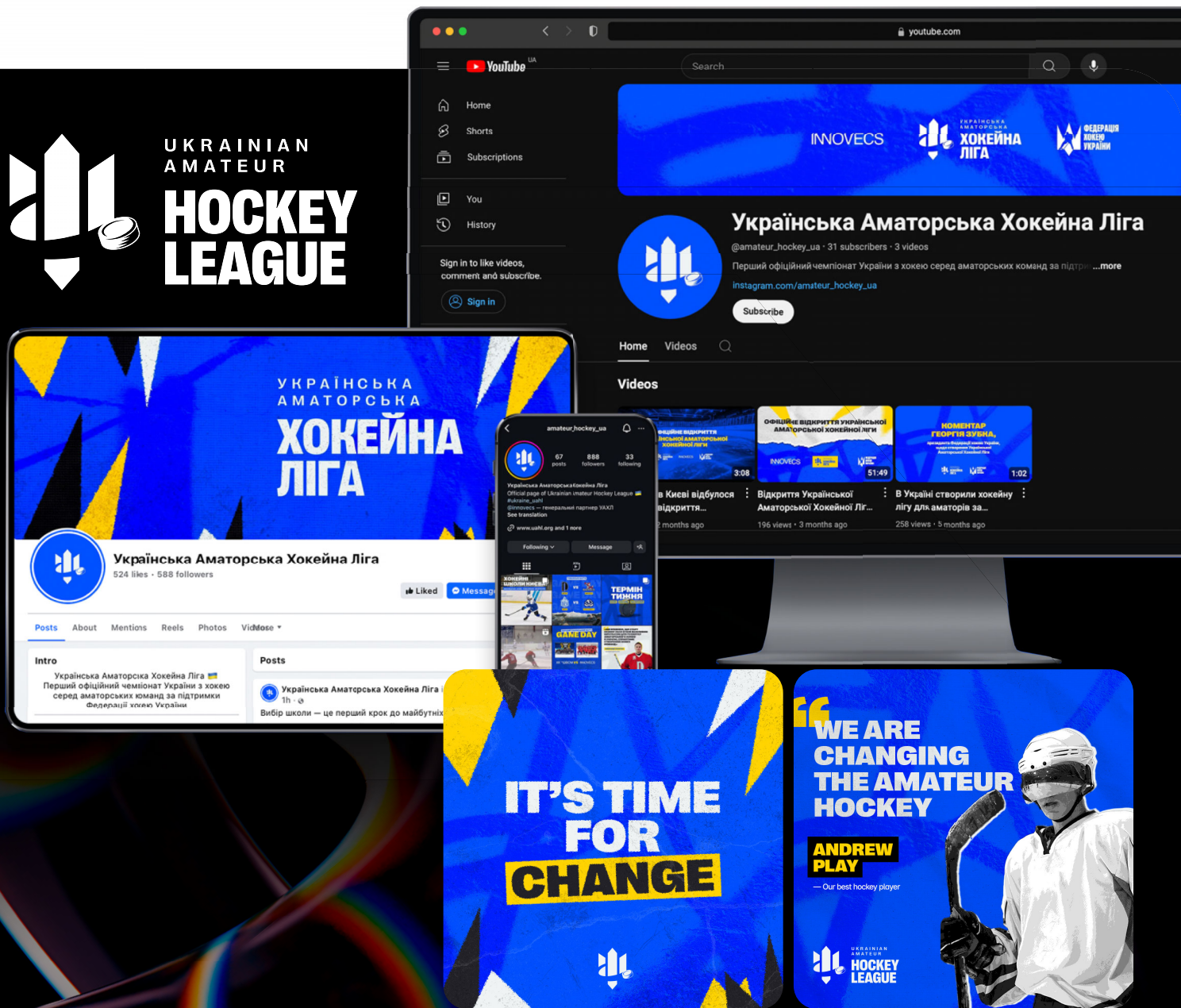


INNOVECS' SUPPORT FOR UKRAINIAN HOCKEY

In 2024, we took a major step by launching the Ukrainian Amateur Hockey League (UAHL) in partnership with the Ice Hockey Federation of Ukraine. This league is set to develop amateur hockey across the country, with the first season beginning in the fall of 2024, featuring 40 teams from various regions of Ukraine. This initiative

aims to expand access to competitive amateur hockey and strengthen the hockey community nationwide.

Additionally, Innovecs has fostered a corporate hockey culture, with its own team actively participating in amateur competitions over the past three years.



A MENTORSHIP PROGRAM FOR VETERANS

In 2024, we launched a mentorship program in partnership with DanIT and the "Heart of Azovstal" project, aimed at supporting Ukrainian veterans as they transition into new career paths. **This initiative allows us to provide veterans with both professional guidance and personal support, helping them adapt to civilian life after their military service.**

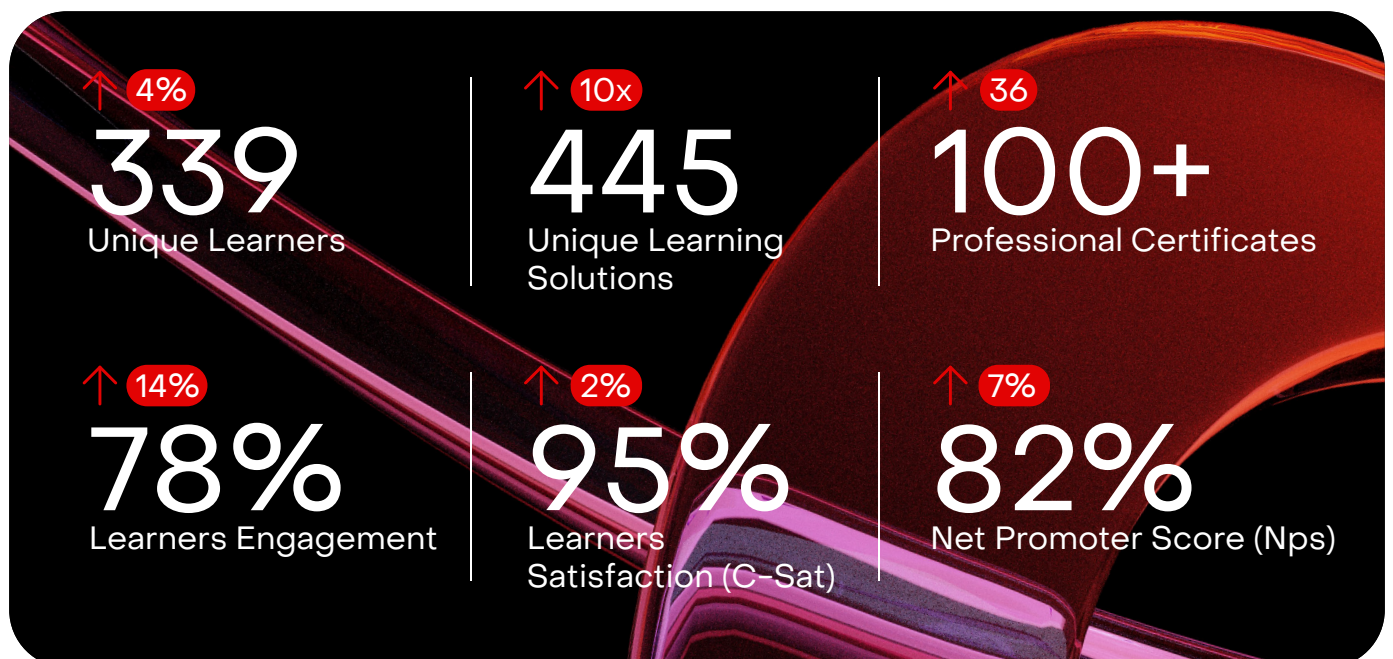
The initiative paired veterans with highly experienced Innovecs mentors from various fields, who engaged with them

over regular sessions during three months. The first tour of this program included 8 mentor-mentee pairs, with over 40 mentoring sessions conducted. To ensure effective mentorship, mentors undergo a "Become a Mentor" course, including psychological preparation. **Through this initiative, Innovecs aims to provide veterans with the tools and opportunities they need to rebuild their lives, empowering them to succeed in new career paths in areas such as HR, UI/UX, Full Stack, and more.**

EDUCATIONAL INITIATIVES

At Innovecs, we focus on a life-long learning journey, which includes blended programs starting with onboarding, professional adaptation, development programs, a company knowledge base and online learning platforms that always remain accessible to our team members.

LEARNING & DEVELOPMENT RESULTS IN 2023: KEY METRICS



EDUCATIONAL INITIATIVES

EVERY 5TH ENGINEER AT INNOVECS OBTAINED A PROFESSIONAL CERTIFICATE

33



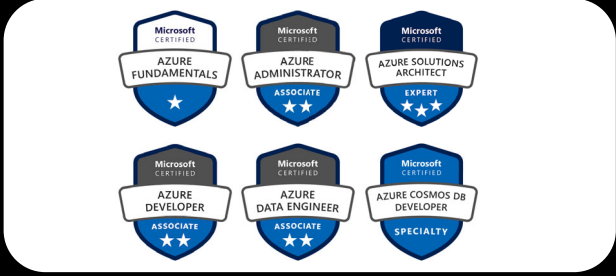
7



27



20



7



16



100+

EDUCATIONAL INITIATIVES

We encourage our people to grow within the company via our Management Development Program. MDP is a dynamic system-wide training program designed to enhance and strengthen leadership capabilities in Innovecs' core competencies. 70% of our senior managers have developed their careers with us, reflecting the opportunities for growth within the company.

We also offer a corporate Mentorship Program that fosters professional growth and personal development across various fields. In 2024, we successfully

paired 15 mentors and mentees, facilitating 153 mentoring sessions. Through tailored guidance, our program empowers employees to enhance their skills, develop new competencies, and achieve their career goals.

Our focus on professional development is further reinforced through monthly tech webinars, quarterly L&D workshops on strengthening meta-skills, and personalized Individual Development Plans (IDPs) to guide each employee's growth.

4C PROGRAM: STRENGTHENING META-SKILLS. RESULTS

COMMUNICATION

- Small Talk Workshop
- Effective One-on-ones Workshop
- Business Communication Workshop

CREATIVITY

- Creativity Techniques Webinar
- Design Thinking Workshop
- Lego Serious Play Workshop



COLLABORATION

- Power of Teamwork Webinar
- Collaboration Tools Workshop
- Team Games Workshop

CRITICAL THINKING

- The Power of Critical Thinking Webinar
- Critical Thinking for Everyday Leadership Workshop
- Mastering Conflict Resolution Workshop

92%
NPS

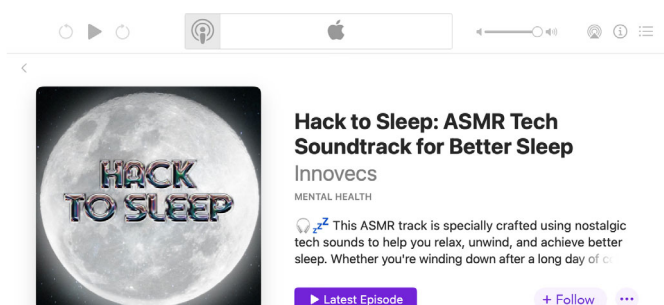
96%
Satisfaction

19 hours
Overall duration

HACK TO SLEEP: TECH COMMUNITY WELLNESS INITIATIVE

We launched the "**Hack to Sleep**" initiative to address the critical issue of sleep quality among software engineers and tech professionals. Recognizing the importance of mental health and well-being, this project focuses on sleep as a key factor in productivity and overall health in the tech industry.

The initiative's centerpiece is a unique ASMR soundtrack, inspired by nostalgic retro technology sounds, aimed at helping users relax and improve their sleep. Additionally, we provided resources such as a downloadable habit tracker, educational lectures, and a social media challenge to engage employees and the wider tech community. With over 3,500 plays and 300,000+ social media impressions, "Hack to Sleep" has successfully promoted healthy sleep habits, contributing to improved well-being and productivity.



INNOVECS

Listen to ASMR for better sleep | Discover Innovecs | Join Innovecs | Watch us on TikTok

HACK TO SLEEP

TECH COMMUNITY WELLNESS INITIATIVE

DO YOU WANT TO IMPROVE YOUR REST AND FALL ASLEEP FASTER?

Then you've come to the right place.

In the fast-paced world, quality sleep often takes a back seat. That's why we created the Hack to Sleep ASMR Project - a cozy place designed to help you unwind, relax, and sleep properly.

THE MISSION: A WELL-RESTED MIND IS A PRODUCTIVE ONE

Hack to Sleep was born out of a desire to support the well-being of software engineers and tech enthusiasts. Our goal is to foster a community that prioritizes mental health and wellness, recognizing that a well-rested mind is productive. We believe that by combining the familiar sounds of technology with proven relaxation techniques, we can help our community achieve better sleep and a healthier lifestyle.

HERE'S WHAT YOU CAN EXPECT JOINING US IN REDEFINING THE WAY WE APPROACH SLEEP:

- TECH ASMR SOUNDTRACK: At the heart of Hack to Sleep is our unique Tech ASMR Soundtrack, which blends soothing sounds with nostalgic computer noises to help you fall asleep or relax before bed. Right here on this page, you can listen to the track using our embedded player.
- BEYOND ASMR: RETHINK YOUR HABITS: While our Tech ASMR Soundtrack is a great start, achieving quality sleep requires a holistic approach. Consider incorporating physical activity, a balanced diet, and relaxation techniques such as walking, reading, or meditation into your routine.
- INNOVECSERS' SLEEP STORIES: Read about the personal experiences of our very own Innovecsers and their journeys toward better sleep. Discover their stories and get inspired on our blog.
- JOIN THE SMM CHALLENGE: Print and use our habits tracker poster to monitor your well-being routine. Share your progress on social media with the #HacktoSleepChallenge hashtag for a chance to win. We'll be giving away digital or e-bookbooks about the nature of sleep to three lucky winners.

DOWNLOAD OUR PDF HABITS TRACKER

To help you on your journey, we've created a PDF poster to download, print, and use as a habits tracker. This tool is designed to help you rethink and reorganize your daily routine for optimal well-being and sleep.

Thank you for being a part of our community. Sleep well, dream big.

Disclaimer

This project and its contents should not be construed as medical or psychological advice. Always consult your doctor or a qualified healthcare provider if you have any doubts or concerns about your health or sleep patterns.

INNOSHOW 2024 & PROGRAMMER'S DAY

At Innovecs, we believe in creating moments that bring our community together. The 2024 InnoShow, held on Programmers' Day, was a testament to this spirit, highlighting our achievements, contributions, and creativity across the entire company.

During InnoShow, we shared company updates, heard from team members through interviews, and honored the Innovecs Awards, where ten inspiring colleagues were recognized for their

exceptional work and embodiment of our corporate values. We also hosted a team video contest with the theme "Our Year in 3 Minutes," sparking fun among our teams.

With each event we host, Innovecs incorporates an opportunity to give back. **A donation drive was organized during InnoShow, supporting the Leleka Foundation and the "Hospitallers" medical battalion.** It was a meaningful way to unite our event with a greater cause.



INNOVECS

INNOVATE
INSPIRE
CARE

Join Innovecs

