

# INTELLIAS SUSTAINABILITY REPORT

2022



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**Vitaly Sedler**  
Co-founder and CEO of  
Intellias

*As a global company with Ukrainian roots, in 2022, we faced the biggest challenge in the history of our company — a full-scale war Russia started against Ukraine. We were prepared for various scenarios, but the shock wave from this unprovoked aggression left its mark not only on our business, but also on the entire Ukrainian IT industry and the global economy. And yet, I am proud to note that our many years of efforts in building a sustainable company and sustainable management have helped us to withstand the most difficult times and return to work with new passion.*

*Back in 2014, when Russia first illegally annexed Ukrainian territory, we developed a Business Continuity Plan — a detailed algorithm of actions for various situations that was constantly updated. After ensuring that our team was relatively safe after the full-scale invasion in 2022, we were able to restore 100% capacity to provide services to our clients.*

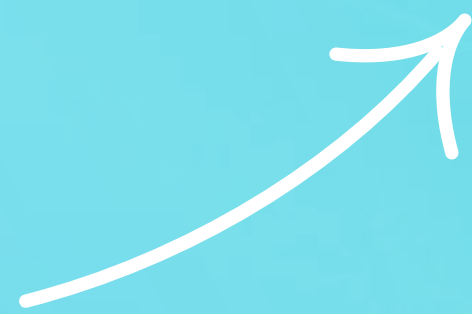
*Despite the global recession, we continued to implement the business development strategy by opening new development centers in Poland, Croatia, Bulgaria, Spain, Portugal, India, and Colombia. We also concluded a major deal for the acquisition of UK-headquartered IT company Digitally Inspired, which significantly strengthened our market position. All these processes were carried out in accordance with our values, in particular the principles of equity, diversity, and inclusivity. In 2022, our efforts in sustainable growth were recognized by Forbes Ukraine, who awarded Intellias first place as the most sustainable company in Ukraine.*

*We have always been aware of our social responsibility, and a full-scale war did not change that — it only shifted our attention. Now we are focused on supporting Ukraine and the Armed Forces because we understand that the only guarantee of our further development and success is the final victory in this war. At Intellias, there are ongoing initiatives to purchase equipment and supplies for the military, support mobilized colleagues and their families, and implement strategic projects with partners.*

*Looking back on this year, I am indescribably proud of everyone who continues to work, develop, donate, and defend. I am grateful to my colleagues for their work and dedication, to our partners for their steadfast support for Ukraine, and to our defenders for continuing to fight for our freedom..*

*Glory to Ukraine!*

# About **Intellias**





Intellias is a technology enabler for the world's leading companies. We create a comfortable environment for our 3200 specialists, which helps them develop unique software solutions used by more than 2 billion people globally.

We provide a full cycle of IT product implementation, transforming the client's idea into a product, releasing it to the market, and supporting further project development.

**21**

year on the market

**3200**

employees

**25**

countries where clients are located

**130+**

active clients

# Intellias partners and clients

65%  
Europe

26%  
North America

9%  
Asia and Middle East



## Industries and expertise

We constantly master new technologies and platforms to provide our clients with the most competitive digital solutions and be ready for any challenges. Our portfolio includes projects with **IoT, artificial intelligence, data science, big data, cloud, DevOps**, and other technologies.



Embedded

Scala



python™



ORACLE®



iOS

aws



**Financial Services & Insurance**



**Mobility**



**Digital**



**Telecom & Media**



**Retail**

Implementing **bold**  
**ideas** via digital  
technologies





## Mission

Intellias is a global technology partner that enables change and transformation across industries and creates **long-term value** for companies, people, and the world.

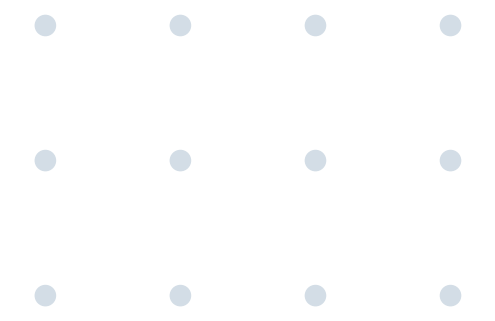
# We breathe life into great ideas with the power of digital technology.

Our **people-centric approach** and commitment to customer success brings together engineers, creators, and innovators who implement bold ideas via digital technology.

With over 21 years of market experience, we help our partners thrive in the digital world. We combine engineering expertise and industry knowledge to solve tasks of any nature, scale and complexity.



# Culture and Values



## Partnership

We treat our clients and colleagues as partners. We value teamwork and the synergy of joint efforts.

We act with empathy and achieve common goals by understanding each other's context and motivation.

Together, we become stronger and more successful.

In 2022, we reviewed and presented updated company values based on analysis of our daily work and considering our strategic goals. These values help us make the right decisions, be more engaged, and enjoy working together.



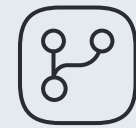
## Our services

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.



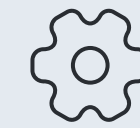
### Consulting

Intellias offers digital consulting services aimed at solving specific business challenges of companies of various sizes and in various industries that have experience in the digital transformation of their services and processes.



### Software development

Intellias provides state-of-the-art software development services in various fields. End-to-end engineering services help companies discover new opportunities and apply all potential benefits.



### Technological solutions

Intellias offers its clients advanced and comprehensive technological solutions that open up new business opportunities.

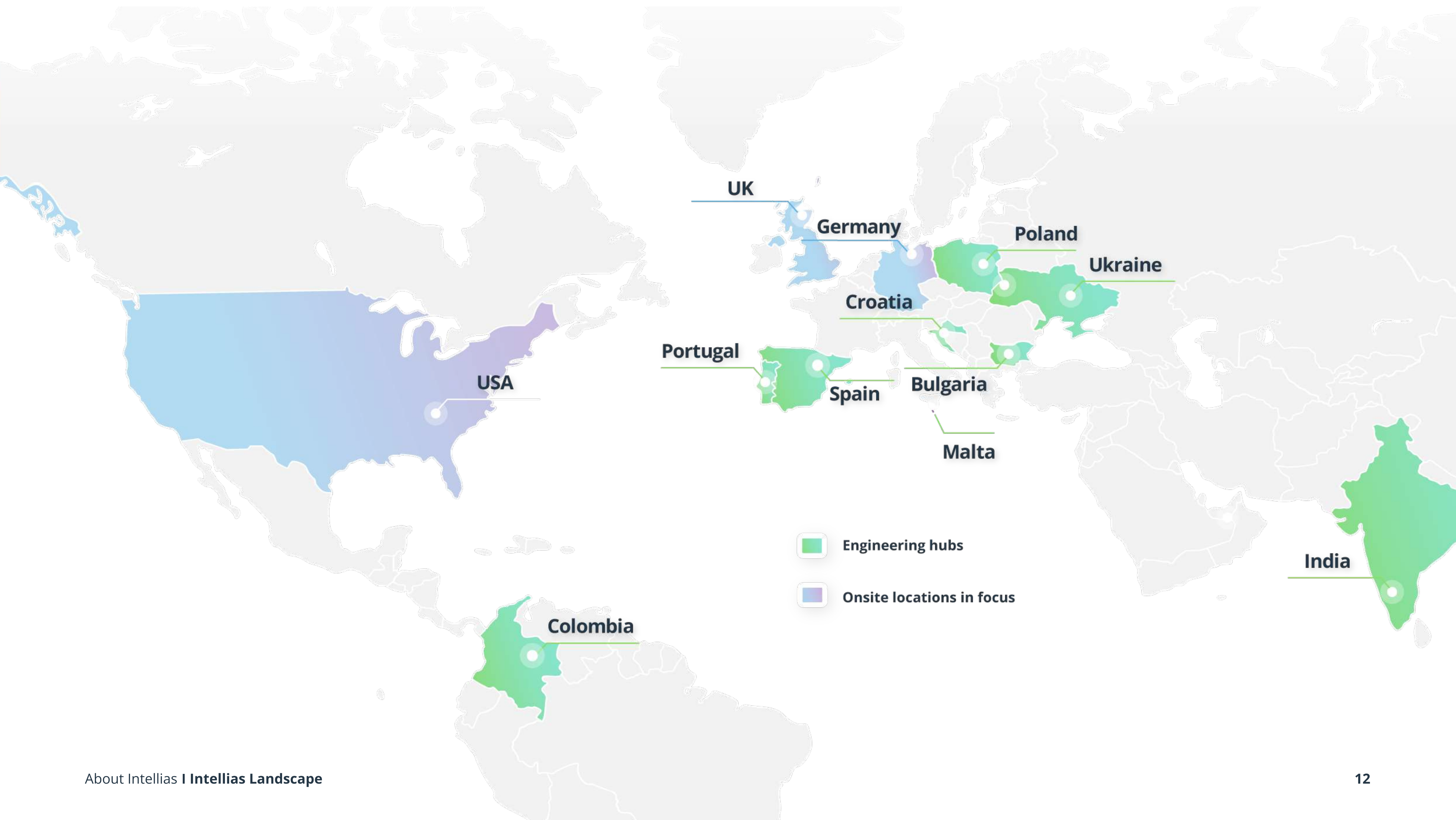


### Operational services

Intellias improves development efficiency and shortens the time to market for digital products with operational services.

# Intellias landscape

Intellias is a global technology company with over 3200 specialists on board. We combine engineering mastery and technology expertise to solve challenges of any nature, scale, and complexity. Our development centers are located in Europe, the Americas, the Middle East, and Asia. More than 2 billion people around the world use software solutions developed by Intellias engineers.



# Our **responsibility**



We realize that there is a close interdependence between a business and the environment where it operates.

Our comprehensive approach to sustainable development is focused on the UN's Sustainable Development Goals, taking into account the impact of our activities on relations with customers, partners and colleagues, society, and the environment. It helps us to make the right strategic decisions and efficiently perform our daily work.

Taking into account their degree of influence on the company's stability and success, we have defined the following essential issues to cover in this report:

- Data security and quality of services;
- Welfare and development of specialists;
- Social responsibility;
- Environmental impact.

In the following sections, we present our findings and tell how our comprehensive approach helps us to develop our business and colleagues, support Ukraine, and take care of the environment.

We believe that responsible business practices are essential for long-term success and are proud to be part of the global movement towards a more sustainable future.



## Stakeholders

Key stakeholders for Intellias are our customers, colleagues, and society. We conduct regular surveys, organize meetings, and collect feedback about our interactions through internal and external communication channels.

Moreover, we consider company investors, professional communities, industry associations, local government, and the media as our stakeholders.

Stakeholder	Material issues	Interaction with Intellias
Clients	<ul style="list-style-type: none"> <li>Quality of services, sustainability, and business continuity</li> <li>Data security</li> <li>Compliance with ethical standards</li> </ul>	<ul style="list-style-type: none"> <li>Constant direct interaction;</li> <li>Specialist training and development;</li> <li>Compliance with international data protection standards;</li> <li>Code of Conduct;</li> <li>Implementation of the Business Continuity Plan;</li> <li>Support for colleagues and their families;</li> <li>Support for Ukraine.</li> </ul>
Company specialists	<ul style="list-style-type: none"> <li>Comfortable working conditions</li> <li>Compliance with ethical standards</li> <li>Opportunities for growth and development</li> <li>Health and safety</li> <li>Equal opportunities and inclusiveness</li> <li>Positive social and environmental impact</li> <li>Support for Ukraine</li> </ul>	<ul style="list-style-type: none"> <li>Constant direct interaction;</li> <li>Developed internal communications;</li> <li>Training and development programs;</li> <li>Social packages;</li> <li>Ethics committee;</li> <li>Interaction and support program;</li> <li>Regular meetings with CEO and management;</li> <li>Implementation of social, volunteer, and charitable initiatives;</li> <li>Development of equity, diversity, and inclusivity programs;</li> <li>Implementation of the Business Continuity Plan;</li> <li>Support for colleagues and their families;</li> <li>Support for Ukraine.</li> </ul>
Society	<ul style="list-style-type: none"> <li>Support for Ukraine</li> <li>Positive social and environmental impact</li> <li>Improving the level and quality of education</li> </ul>	<ul style="list-style-type: none"> <li>Regular interaction,</li> <li>Creation and implementation of programs and projects aimed at the development of eco-mobility, education, volunteering;</li> <li>Creation of positive social impact;</li> <li>Partnership with civil society organizations and charity.</li> </ul>

# Business responsibility



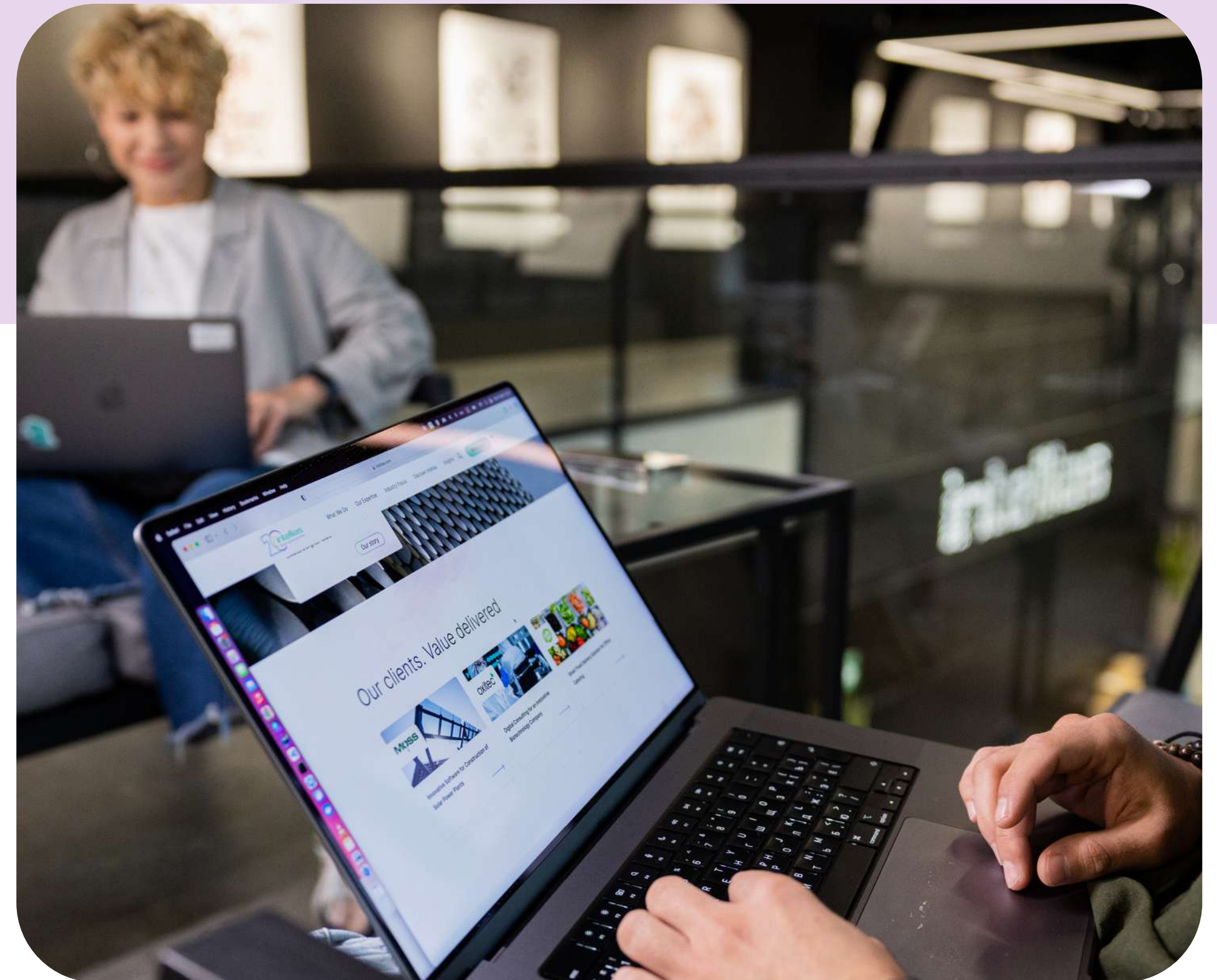
We treat our clients as partners, working closely with them to offer the best solution for their needs. While working on projects, we involve clients in the decision-making process.

**98%** satisfaction with Intellias services

Intellias follows strict data security protocols and complies with international data protection regulations.



The service quality management system is implemented in accordance with **ISO 9001:2015**, which was confirmed during an audit.



## Forbes

Intellias took first place in a rating of 30 sustainable Ukrainian companies according to Forbes Ukraine. This rating includes businesses that continue to develop in wartime conditions, provide jobs for thousands of Ukrainians, and contribute to the country's budget.



## Intellias strategic partnerships

Intellias partnerships are the main pillar of the company's corporate culture and business development. Close collaboration with our technology and business partners nurtures a win-win digital environment capable of creating customer value and unveiling new growth opportunities.



## Industry alliances

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



## Acquisition of Digitally Inspired

Business expansion has always been part of Intellias' global strategy. In 2022, a significant event happened at Intellias — the acquisition of the service company Digitally Inspired, which focuses on the development of IT systems in the retail, e-commerce, healthcare, and aviation industries. Digitally Inspired clients include IBM; the airline VistaJet, which operates a fleet of business jets; and the Ukrainian retailer Kopyka.

The Digitally Inspired team will be integrated into the Intellias organization in 2023. We will pay special attention to integrating corporate culture and values as well as offer professional growth opportunities for new specialists. Both parties will also focus on creating additional customer value and growth synergies.

*[Read more in the Forbes interview with Vitaly Sedler, co-founder and CEO of Intellias](#)*



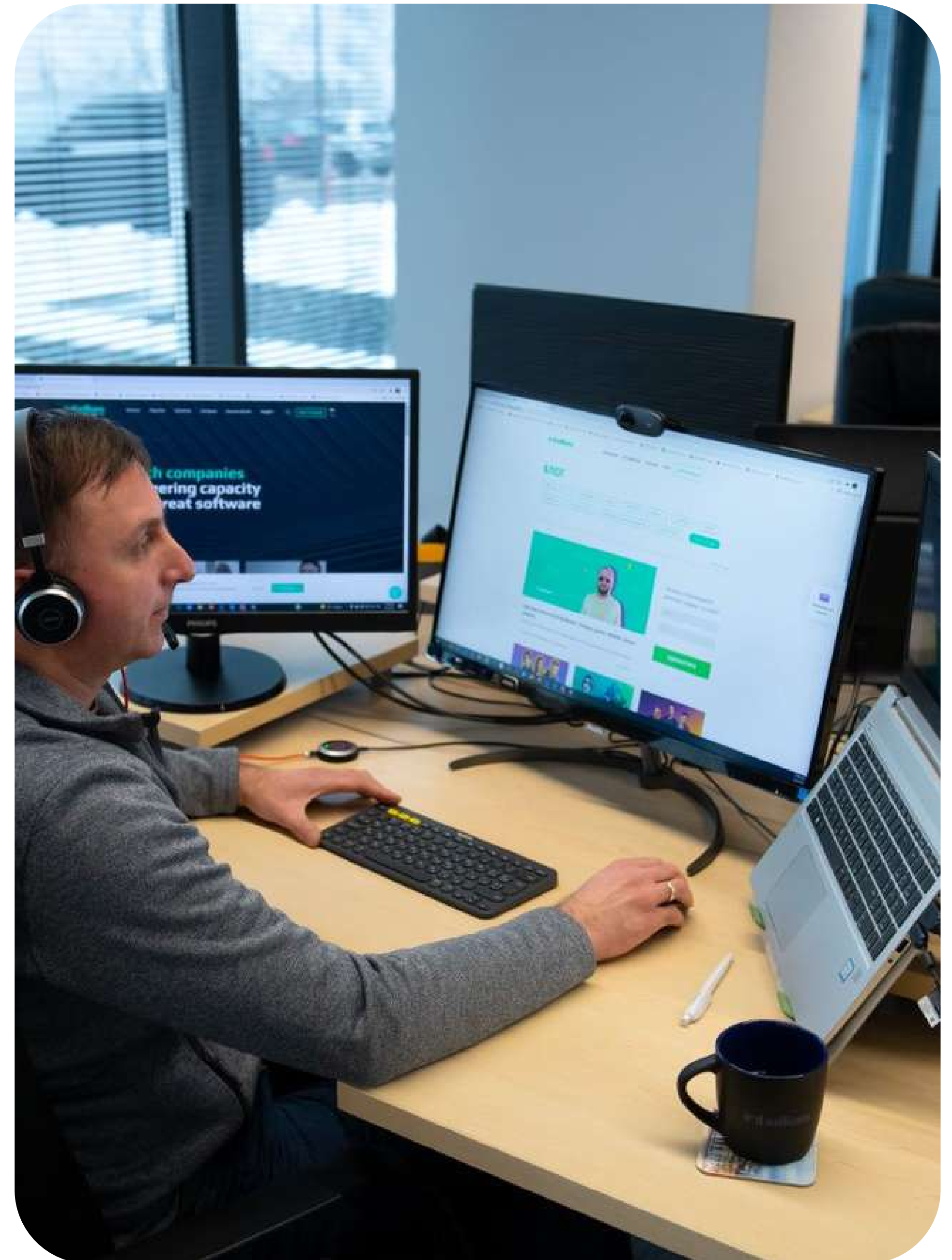
## Data security

We value our clients' trust and adhere to international work standards.

Intellias' information security management system is implemented within the **ISO/IEC 27001** and **ISO/IEC 27005** international standards. This system has successfully passed an external compliance audit.

Intellias has received the **TISAX Label**, which confirms that the company's information security management system meets the specified automotive industry security levels and requirements.

Our company complies with **GDPR** requirements and considers the client's personal data as an important asset, guaranteeing data security. While processing personal data, in particular data of residents of the European Economic Area and Switzerland, every employee, regardless of position and project, must comply with GDPR principles.



## Participation in associations, clusters, and communities

Intellias is actively involved in developing and supporting the IT community. In Ukraine, we are members of the Lviv IT Cluster, IT Ukraine Association, the Kharkiv IT Cluster, the Ivano-Frankivsk IT Cluster, The American Chamber of Commerce in Ukraine, Odesa IT Family, and the ITCP community.

We are part of SoDA (Software Development Association) Poland, and the Portuguese office joined Porto Tech Hub and Invest Porto.

During 2022, we also joined the Dnipro IT community and the Zakarpattia IT Cluster. In the UK, we joined The Payments Association and the Level39 community.

Furthermore, Intellias has joined the Connected Vehicle Systems Alliance (COVESA) ecosystem.



## Spreading expertise

Intellias specialists willingly share their knowledge and experience with a broad society, thereby contributing to the development of the IT industry.

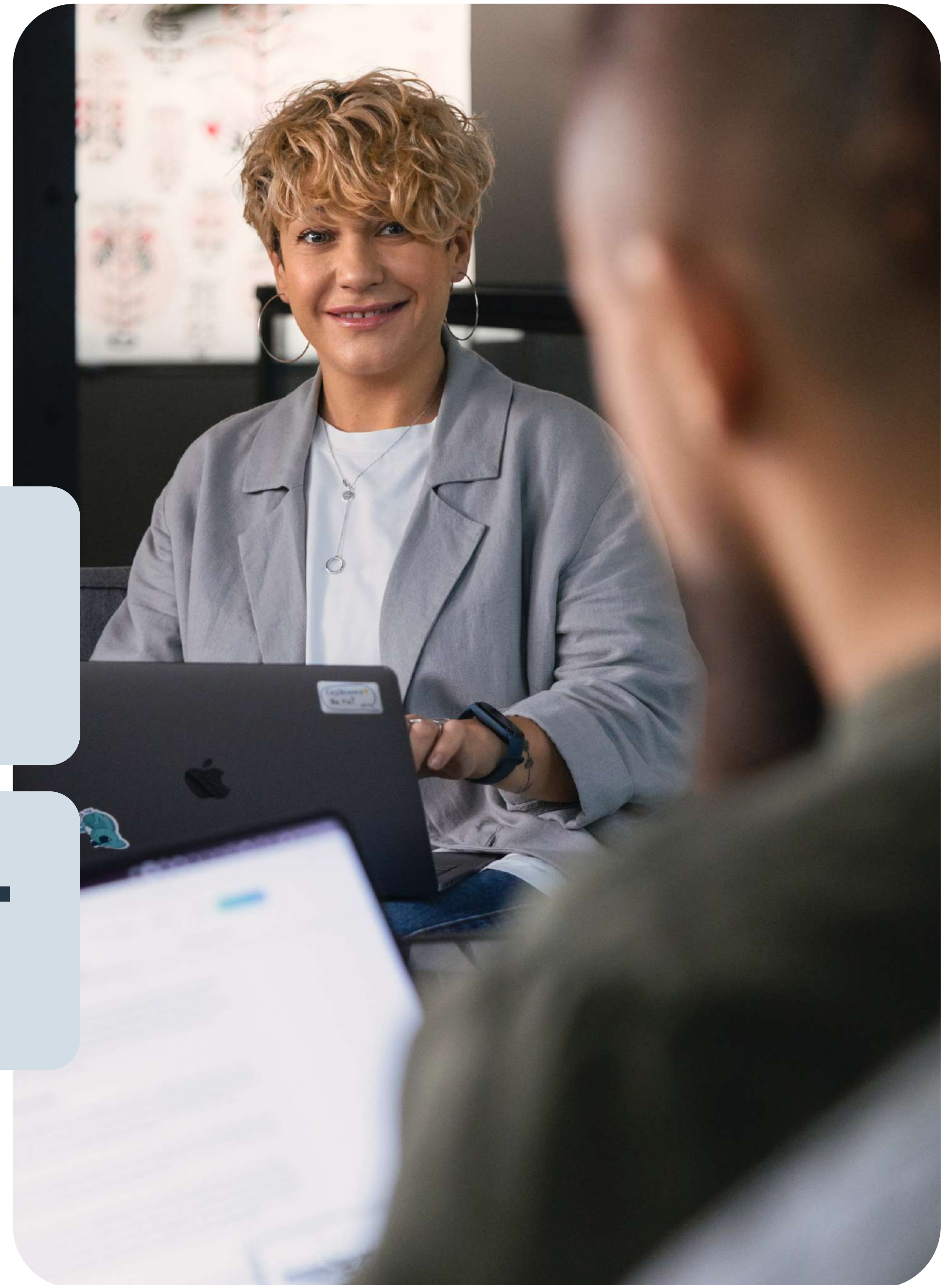
2022 in numbers

**25**  
webinars

**2**  
offline  
meetups

**13**  
conferences at  
Intellias locations

**10K+**  
attendees of  
Intellias events

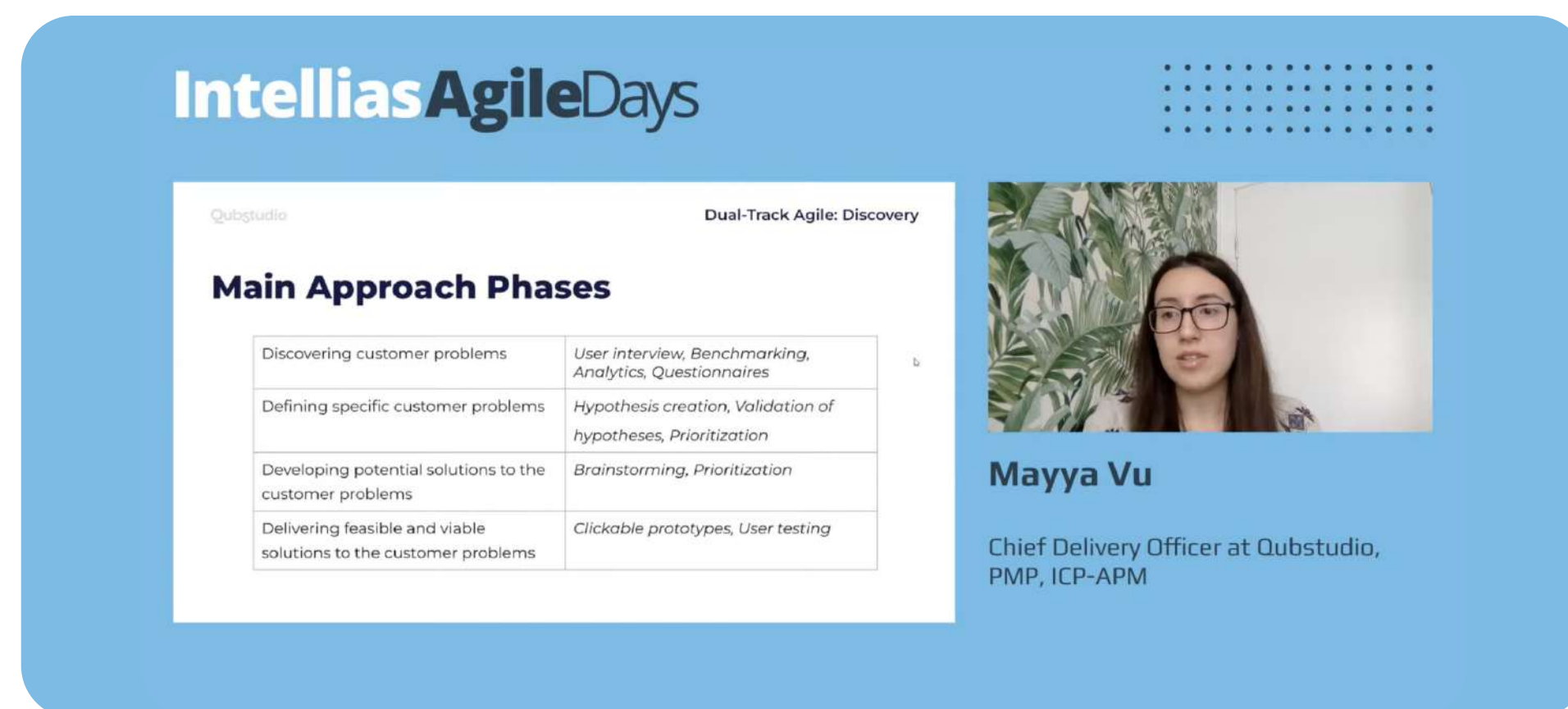


## Spreading expertise

### Intellias Agile Days

Intellias Agile Days is a successful internal conference that has gathered more than 1500 participants from Ukraine, Poland, Croatia, Spain, Portugal, Colombia, and other countries who share their knowledge and experience of Agile methodologies.

The conference featured speakers from leading companies such as Spotify, AWS, Scrum.org, ZEISS Meditec, Agile Business Institute, and Intellias. Jurgen Appelo was the main speaker. Participants had a unique opportunity to listen to experts in the field, participate in seminars, and make contacts.



The screenshot shows a presentation slide from Intellias Agile Days. The slide is titled "Main Approach Phases" and is part of a "Dual-Track Agile: Discovery" session. It features a table with four rows, each describing a phase and its associated activities. To the right of the table is a video feed of a speaker, Mayya Vu, who is identified as the Chief Delivery Officer at Qubstudio, PMP, ICP-APM.

Main Approach Phases	
Discovering customer problems	User interview, Benchmarking, Analytics, Questionnaires
Defining specific customer problems	Hypothesis creation, Validation of hypotheses, Prioritization
Developing potential solutions to the customer problems	Brainstorming, Prioritization
Delivering feasible and viable solutions to the customer problems	Clickable prototypes, User testing

**Mayya Vu**  
Chief Delivery Officer at Qubstudio, PMP, ICP-APM

### Memorandum of cooperation between Intellias and Project Management Institute (PMI)

The purpose of this cooperation is to increase the level of project management in Ukraine and abroad as well as the application of the best modern standards and the exchange of global best practices. In particular, the memorandum provides for the popularization of modern project management standards, the development of project management in Ukraine, educational initiatives, advanced training of Intellias specialists, and the organization of thematic events.

Cooperation between Intellias and PMI began even before the signing of the memorandum. In particular, Intellias specialists worked on adapting the ISO:21500 project management standard to the Ukrainian market.

### FinTech Connect 2022

Intellias is proud to join the FinTech industry's leading event as a Silver Sponsor and as a panel discussion participant on the future of trade payments. The panel discussed how vendors can upgrade their technology to meet the challenges of B2B payments and what role banks can play in this process.

## Spreading expertise

Intellias colleagues are actively involved in educational and social projects, spreading their knowledge and supporting younger generations.

### Hour of Code

For the third year in a row, we're organizing a free online event for about 100 schoolchildren as part of the Hour Of Code global educational initiative to let kids get to know IT professions.



### IT Nation 2.0

Members of the IntelliWomen community held two educational webinars and two mentoring consultations for the women's community of the IT Nation 2.0 project, which helps people start a career in IT during 2022. The project was implemented by the Public Union Global Compact Network in Ukraine.

Besides, Intellias became a partner of the IT Nation HACK 2.0 hackathon by IT nation 2.0, and one of the company's specialists evaluated the teams as part of the jury.

### TECHNOgirls

Female Intellias specialists were speakers at an educational event by Lviv Open Lab dedicated to the National Day of Girls in Technology, where they dispelled gender myths about girls in IT.

### STEAM Camp by Lviv Open Lab and UNFPA

A specialist from Intellias became a speaker at the STEAM Camp career orientation camp for teenagers, told participants about the IT field, and introduced programming during the master class.

## Spreading expertise

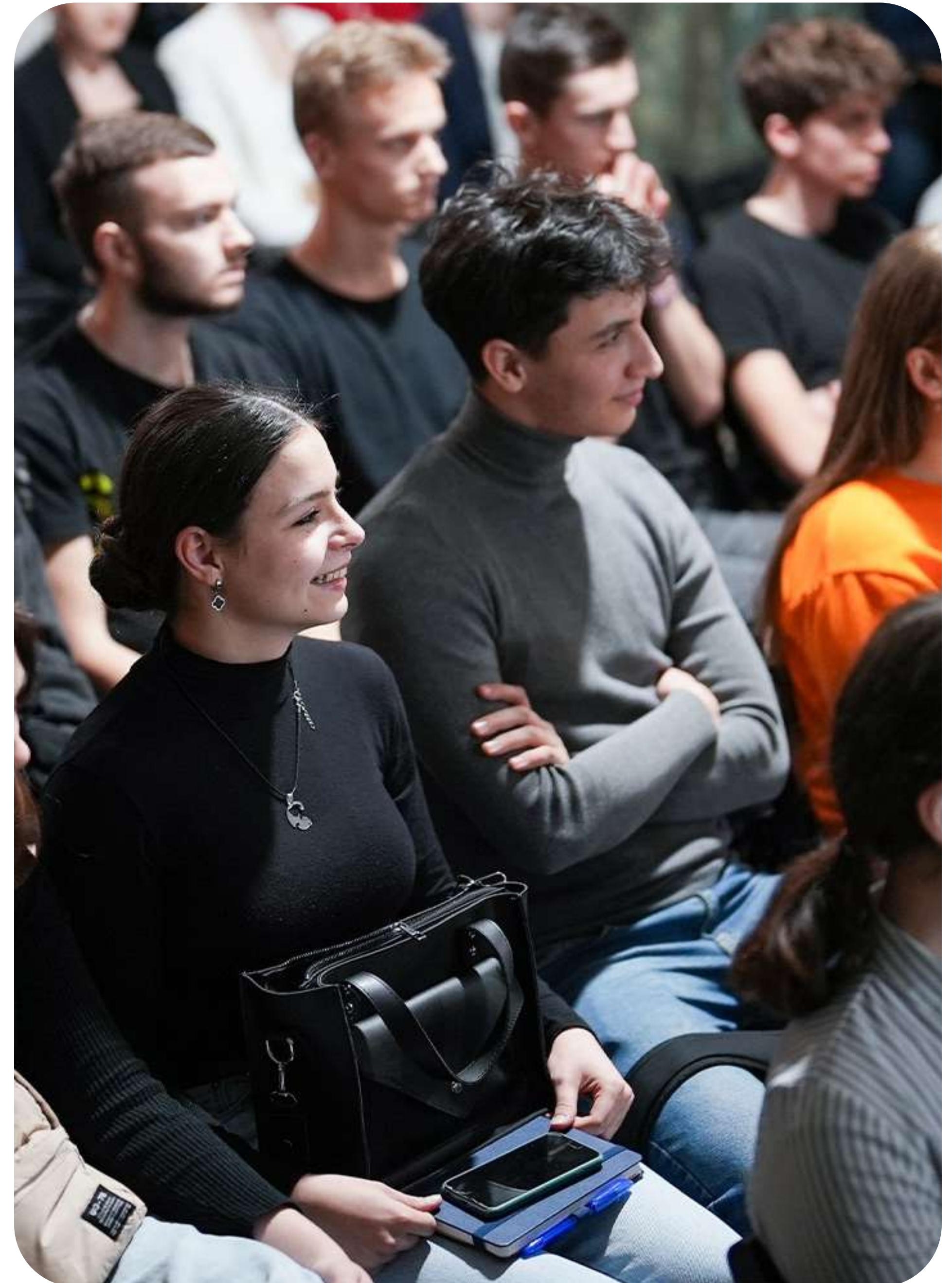
### IT teens in Action

Together with the Care in Action organization, a five-week educational course on IT was held for internally displaced children, children from families in crisis, and orphans.

Participants got acquainted with frontend development, .NET, HR, business analytics, design, project management, finance, and marketing, and also learned to make a career plan and develop soft skills needed for work in IT.

### IT specialist from A to Z

The event was organized by the Kharkiv IT STEP Technology University and the Kharkiv and Odesa Clusters. This is a career orientation event for schoolchildren and first-year university students at which companies told about what positions are available in IT companies and what their responsibilities are. Colleagues from Intellias talked about their career path and answered listeners' questions.





# Responsibility to colleagues



The basics of IT business is people. That is why at Intellias, we create a comfortable environment that puts people over processes.

**DOU**

Intellias has been recognized four times as the best employer among the largest Ukrainian IT companies according to DOU.



Intellias has been recognized twice as one of the best IT employers according to EY Ukraine.

**WINNER**  
CAREER SHOW AWARDS  
ВОДЕЩИТЕ НАГРАДИ ЗА  
НАЙ-ДОБЪР РАБОТОДАТЕЛ

Intellias won a prestigious Bulgarian award.



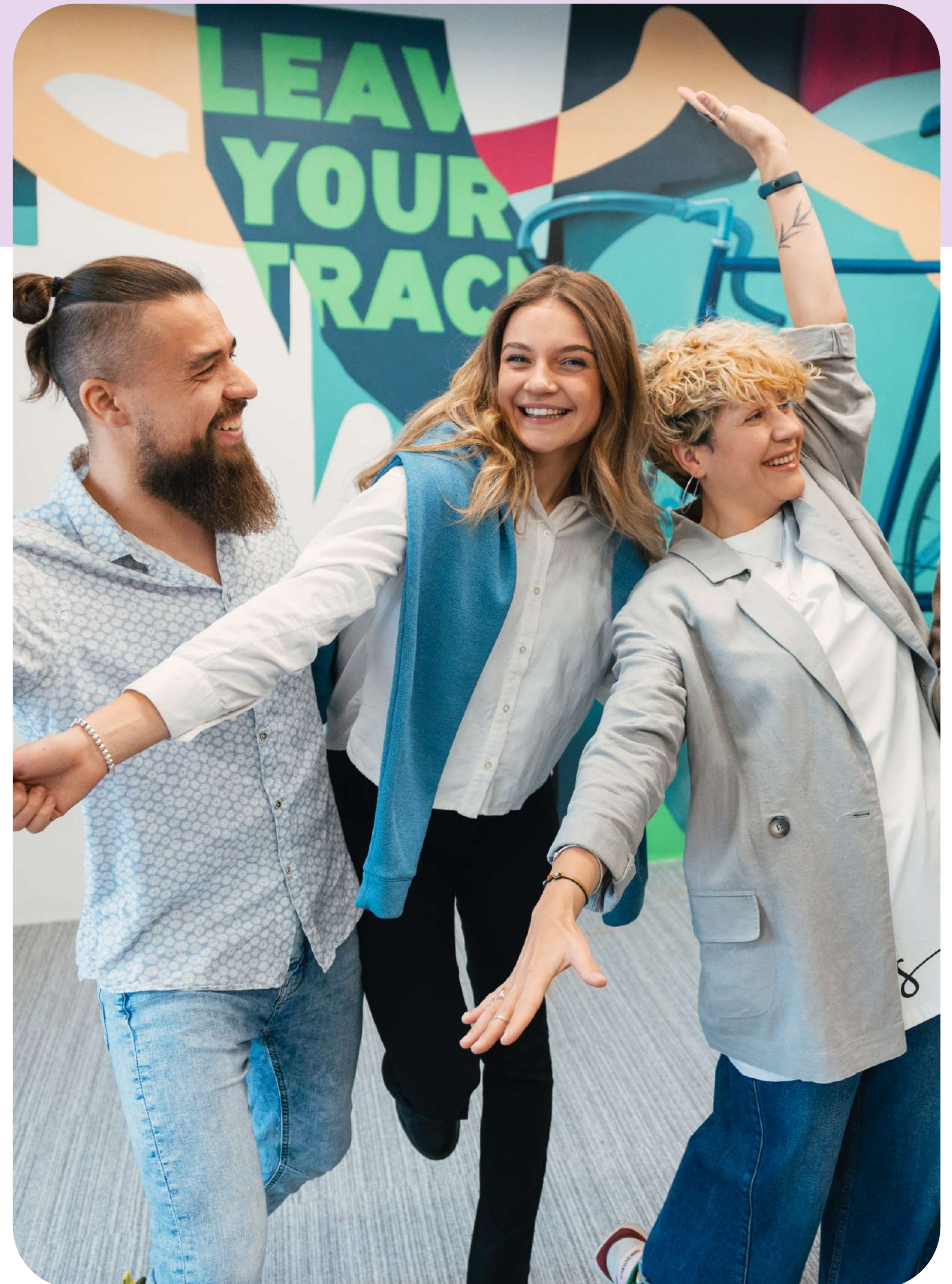
Intellias' Career Hub project won the HR Brand Ukraine nomination.



Intellias received the title of Top Tech Employer from the Polish portal BulldogJobs.



Intellias is ranked among the most youth-friendly employers.



## Employer's value proposition



Inspired by people's talent and their thirst for innovation, we create a culture based on support, respect, and empathy. And it remains unchanged, no matter how fast we grow. For us, it is important to pay attention to the individual and not to do-it-yourself processes. We start the day not with a status, but with "Good morning!" There is plenty of space not only for comfortable work but also for new ideas and their implementation. In such particular conditions, iconic technological solutions from Intellias are born.

**Humane workplace**

**People over processes**

**Flexible work style**

**Engineering mastery**

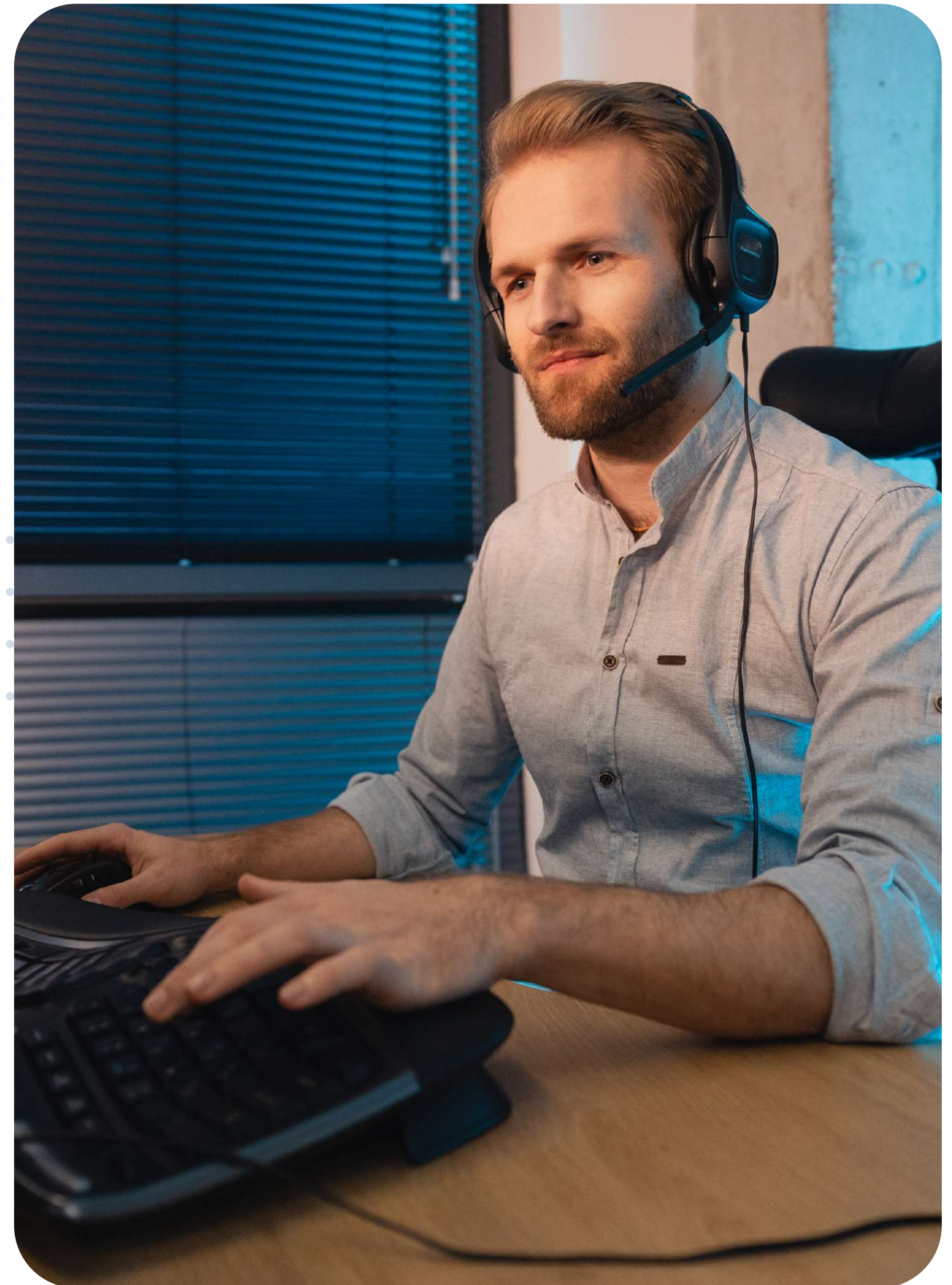
**Growth mindset**

**Equity, diversity, inclusion**



Intellias strives to create the best conditions for the professional realization of every specialist. We provide opportunities for learning, receiving high-quality feedback, growth, switching projects or professions, as well as taking care of mental health.

To do so, we created a Talent Management department, the purpose of which is to maintain a people-centered culture, retain team members, strengthen the employer brand, and support Intellias' rapid growth.



During 2022, Intellias grew actively, and by the end of the calendar year the company had

**3,167**  
employees

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

**72.3%**



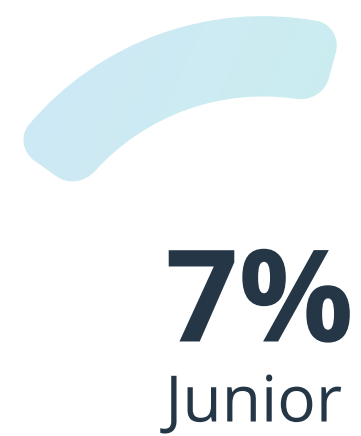
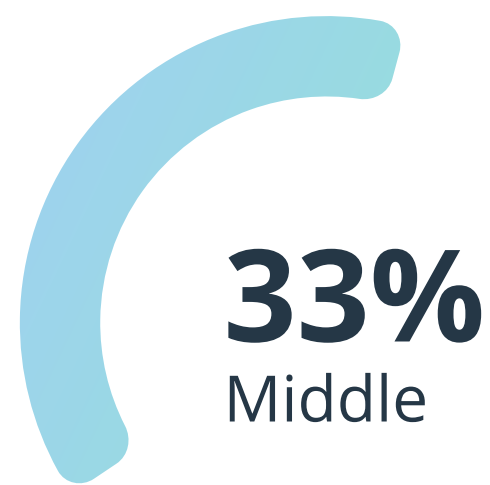
Male

**27.7%**



Female

Intellias attracts experienced developers, most of whom are at the senior level.



**90%**  
Europe

**5%**  
America

**5%**  
Asia and  
Middle East

## Comfortable conditions

### Working hours

- Flexible hours
- Possibility to work from home, from the office, or combining both formats

### Growth and development

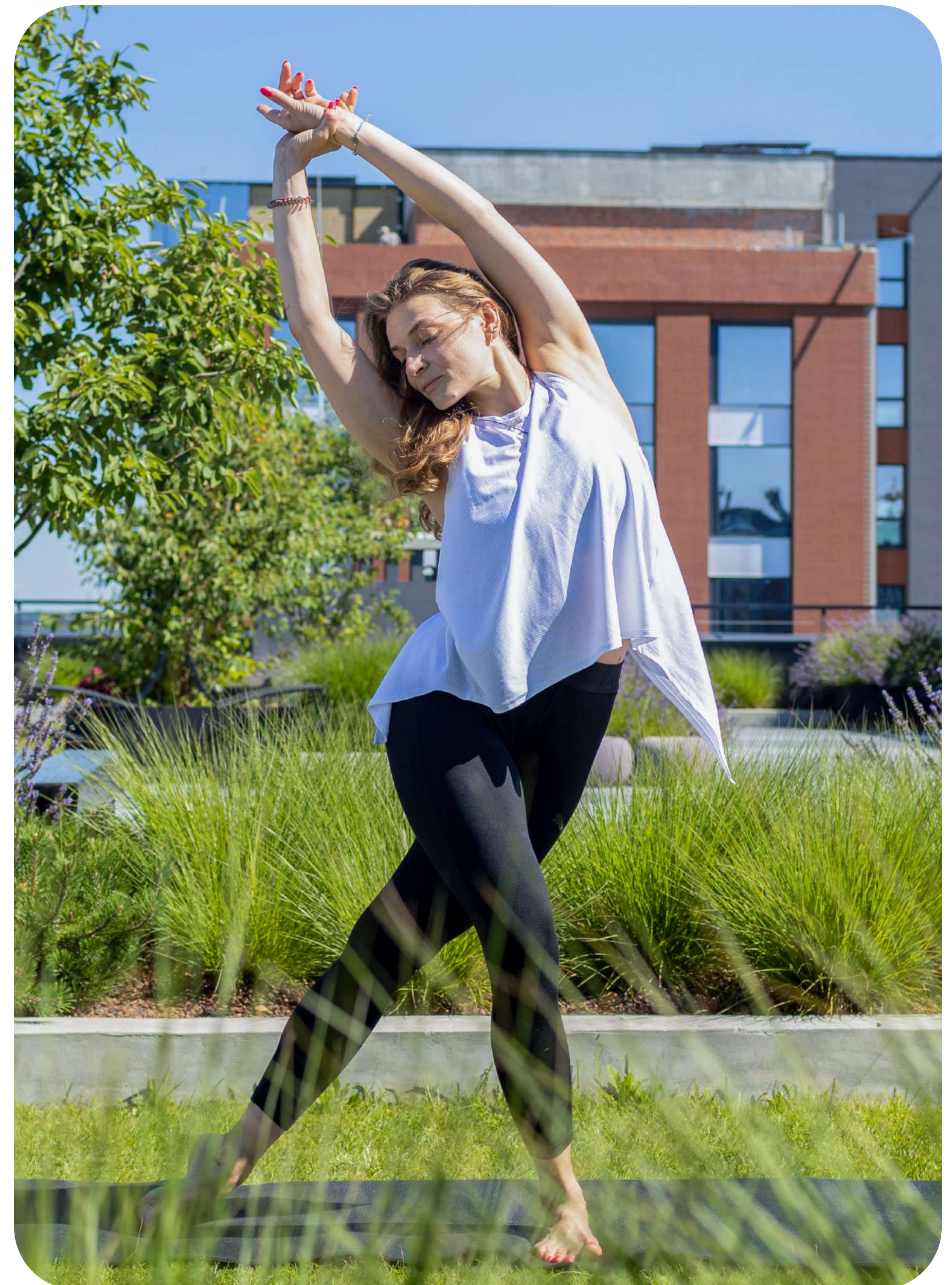
- Language school
- Access to leading online learning platforms

### Presents and bonuses

- Rewards program with Smarts corporate currency that can be exchanged for goods in the corporate gift shop
- Birthday, wedding, and newborn gifts

### Health and wellbeing

- Online yoga classes
- Compensation packages to choose from: Health, Mental health, Sport, or Mix



## Code of Ethics and Ethics Committee

We respect the rights of every person regardless of gender, age, origin, and religion and develop a culture of equity. Therefore, the company has a Code of Ethics and an Ethics Committee, which is responsible for observing human rights and business ethics. The committee includes representatives of various departments, of different genders, and at various job levels.

The code contains general provisions that regulate issues of company values, occupational health and safety, data security, intellectual property rights, conflicts of interest, corruption, whistle-blower protection, fair competition and antitrust, freedom of association, and collective agreements.

It also includes individual policies:

- Policy of responsible parenting
- Anti-harassment Policy
- Policy of gender equality and equal opportunities
- Policy against modern slavery and human trafficking

We have developed training on the Code of Conduct, which all newcomers must pass at the beginning of work in the company, and we inform all colleagues about changes in the code.

In 2022, a process for anonymous submission and consideration of complaints regarding human rights concerns in the company was developed and implemented.



## Growth and development

Professional growth in Intellias is one of our highest priorities. In 2022, the updated Intellias values included Growth Mindset, which supposes that:

- We are inspired by rapid growth and the opportunities it opens up
- Business growth creates opportunities for people
- Growing people creates business opportunities
- We take on extraordinary challenges, learn quickly, and try things we've never done before
- We never stop



## Growth and development

We allow everyone to manage their own career growth and development. All opportunities are collected in one place — Career Hub — and are available for all specialists in the company. In particular, Career Hub offers the following options:

### Talent mobility

(rotation and relocation)

### Rewards

(request for salary review or social package change)

### Offer my services

(opportunity to become a mentor or speaker at events of any scale)

### Professional growth

(feedback from colleagues, skills check, evaluation, training and development, mentoring)

### Join the community

(opportunity to share experience and learn in a community of colleagues)

# 1,801

employees took advantage of career development opportunities (competency assessment, skills check, efficiency and cooperation evaluation)

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

## 139

trainings on technical and non-technical topics

## 282

Skill Checks for colleagues

## 434

Assessments to confirm a new level of qualification of colleagues

## 11

open educational events

## 43

employees trained and received Amazon AWS (32) & Microsoft (11) certifications

## 1,593

employees took advantage of internal and external educational opportunities offered by the company

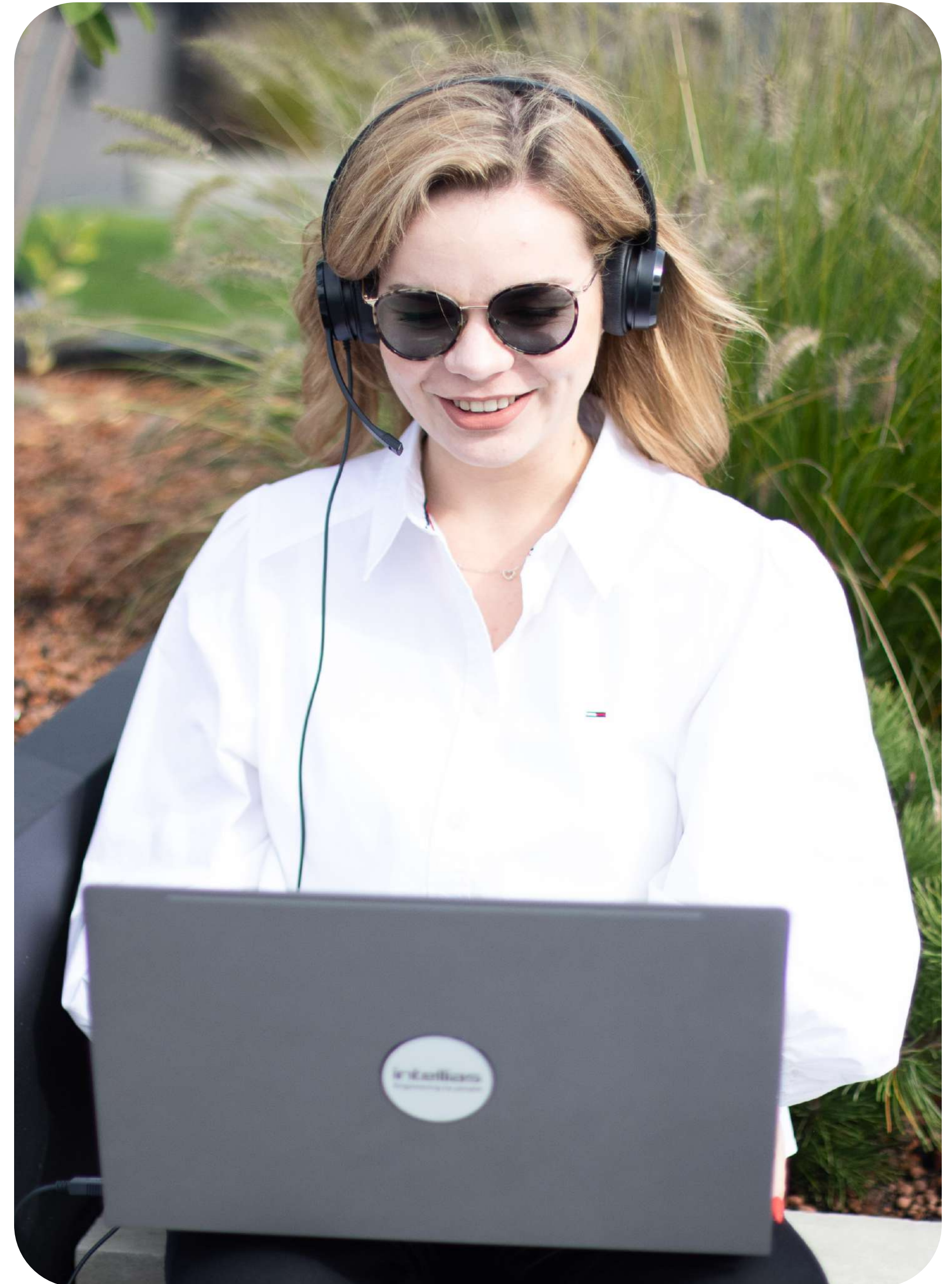


## Growth and development

Since July 1, 2022, everyone has had the opportunity to get a personal account on a on one of the world's leading **online educational platforms** — Udemy, Coursera or O'Reilly — and study for free for a whole year, use libraries, and receive personal certificates after completing courses. 755 colleagues are already using this opportunity.

Intellias employees can also improve their skills with the help of the IntelliMentorship Program, during which an individual can develop a specific skill in three to six months, prepare for a higher position, or find support while changing the work profile. At the same time, experience as a mentor will help to structure one's own knowledge and strengthen soft skills. In 2022, **130 mentor pairs** were formed.

In order to accumulate and share best practices as well as to develop and improve processes within the company, Intellias is developing a community of Centers of Excellence, which unite more than 120 professionals. Centers of Excellence handle various requests such as consulting, evaluation, interviewing, preparation for external interviews, and pre-sales consulting. In total, 8,664 such requests were processed during the reporting period.



## Equity, diversity, inclusivity

In 2022, Intellias added EDI (Equity, Diversity, Inclusivity) as one of the key values that we actively implement at the strategic level and in daily practice. To implement this value, we created the new position of EDI specialist.

We are focused on three areas: promoting gender equality, responsible parenting, and accessibility and inclusivity of facilities and the working environment in general.

In 2023, we plan to continue working on these areas as well as creating and improving policies that regulate the observance of human rights issues in the company and extend these regulations to all stakeholders, including job candidates, contractors, and partners.



Intellias is ranked among the top ten employers according to the Corporate Equality Index



## IntelliWomen Community

We continued to develop the IntelliWomen Community we created in 2021. It is a safe space for sharing experiences and finding mutual support. At regular meetings with experts in various fields, relevant topics including women's health, combating violence, and combating stress in wartime are discussed.

By the end of 2022, the community had more than **400** female specialists, which is about 70% of all women in the company.

During the year, we held 5 meetings with experts on relevant topics:

- military registration of women
- women's health
- ratification of the Istanbul Convention
- sexual violence during war
- basic needs of women on the front lines



**WINNER**  
CAREER SHOW AWARDS  
ВОДЕЩИТЕ НАГРАДИ ЗА  
НАЙ-ДОБЪР РАБОТОДАТЕЛ

The IntelliWomen Community case received a bronze award at the Career Show Awards 2022 in Bulgaria.

## IntelliWomen Community

The IntelliWomen Community initiated a fundraiser to support women in the military, which raised

# 300,000 UAH

for 50 sets of women's winter uniforms



In spring of 2022, we held an **IntelliHeroes** flash mob, through which colleagues thanked women for their support, advice, performance of work duties during the full-scale war, organization of evacuation/relocation, and more. All the female specialists a scarf from the inclusive LadyDi atelier with a print of graffiti painted on the headquarters backyard wall.

### 17.9%



Share of women in Delivery

### 43.81%



Share of women in managerial positions

To track progress on our success in implementing the Women's Empowerment Principles, we use the Gender Gap Analysis Tool to determine the current situation with gender equality in the company and build a vision for strengthening gender equality in the future development perspective.

According to analysis results, the effectiveness of implementing the Women's Empowerment at Intellias increased from 25% in 2022 to 40% in 2023.

## Responsible parenting

In 2022, we prepared a new assistance program for pregnant women as well as parents and mothers of newborn babies called IntelliFamily. From now on, in addition to bonuses for the birth of a child, the company provides compensation for prenatal medical care and health care for the baby in the first year of life.

In addition, we added the possibility of taking an additional day off to care for a sick child. In 2023, we plan to update the support package for pregnant women and improve pregnancy support. We also plan to create a community in which parents can share experiences, give and get advice, and support each other.

Furthermore, some of the company's offices are equipped with children's rooms, where employees can leave their children under the supervision of a babysitter. During the pandemic, the work of children's rooms was suspended, but in 2022 they resumed their activities. This was especially relevant at the beginning of the full-scale invasion, when many female specialists moved with their children.

Intellias follows a policy of responsible parenting and supports employees who have newborn children.



## Intellias communities

At the end of 2022, the company boasted a total of 20 distinct professional communities, each offering unique experiences, catering to diverse target audiences, and engaging in a variety of activities. This represents a doubling compared to the previous year. Within this array of communities, four primary categories can be identified:

### Professional

Engineering, technical and domain communities, including .NET, Architecture, Java, JavaScript, IoT, Golang, DevOps & Cloud, Design, Quality, Automotive, Scala, and BA Digital

### Management

Delivery Management, Presales

### Social

IntelliWomen, MOVA

### Departments

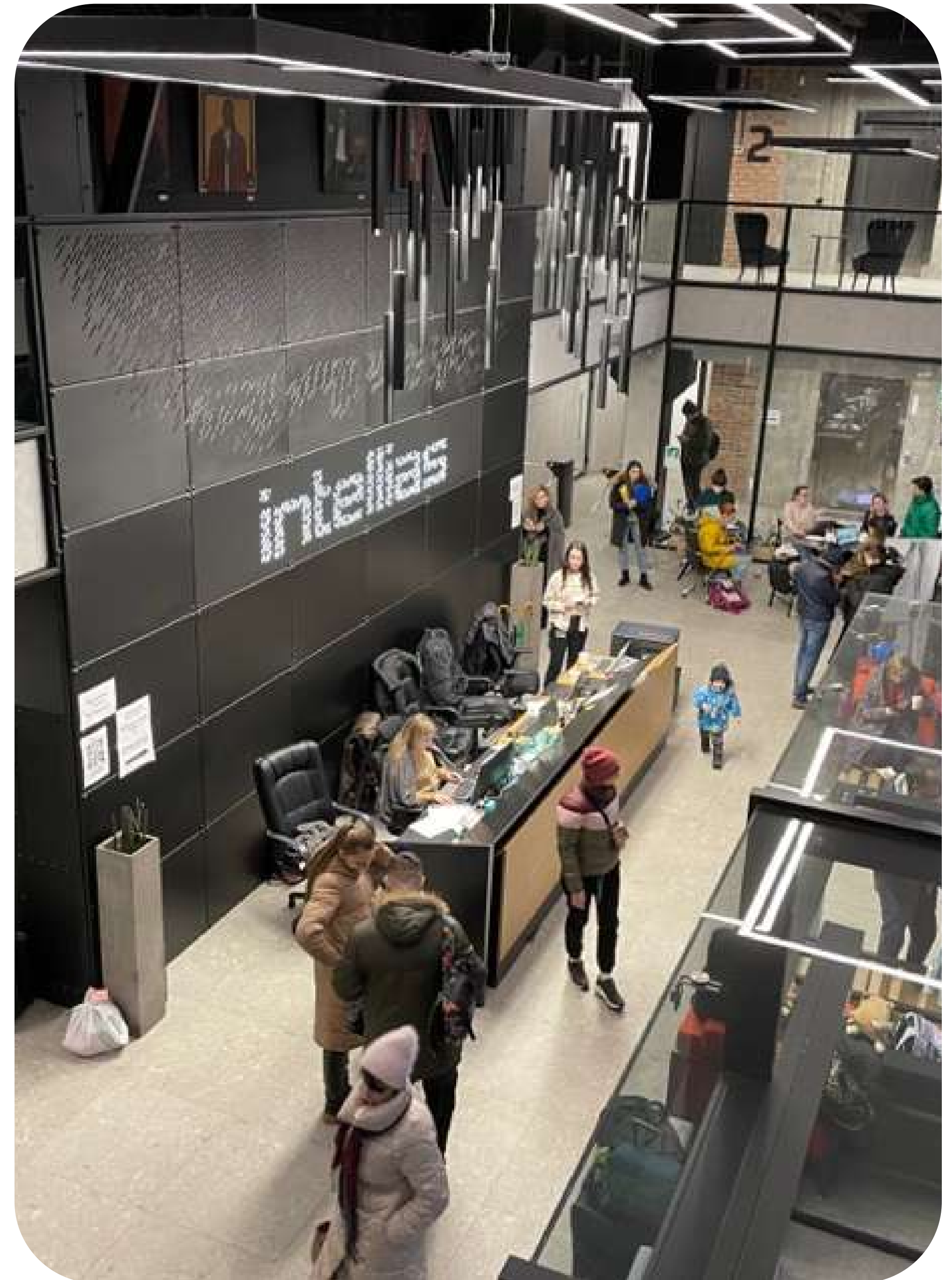
Learning experts, Talent development, Talent success, Talent marketing

The main format of the communities' activity is a technical conversation and/or meeting. However, our colleagues boldly experiment with such formats as workshops, marathons, and hackathons, providing communities members with wider opportunities for learning.



## Supporting colleagues during the full-scale invasion

In autumn 2021, Intellias created an Emergency Response Team — a working group that included the company's CEO, directors, and managers. They developed a Business Continuity Plan (BCP), which provided for various scenarios given various eventualities. One of them was promptly implemented after the beginning of the full-scale Russian invasion. This made it possible to quickly start evacuating people from hot spots, ensure business continuity, and protect existing projects.



## Supporting colleagues during the full-scale invasion

The Business Continuity Plan included provisions for:

- **Evacuation** of specialists and their close relatives to safer regions of Ukraine and abroad.
- **Compensation of evacuated colleagues for evacuation costs**, including the cost of living, within an established limit, along with the opportunity to receive an advance against the next salary.



Our project *Life-saving words: Internal communications during the war* made it to the finals of the European Excellence Awards

- **Psychological support.** Employees have the opportunity to receive one-on-one sessions with a psychotherapist or group psychotherapy, attend various lectures and webinars, etc. In addition, we increased the number of free one-to-one sessions with a therapist from 4 to 8 per year through IntelliCare, which offers one-to-one or group sessions with a therapist and useful self-help resources. During 2022, about 10 meetings were held with guest speakers including psychotherapists, psychologists, and experts in nutrition, self-development, yoga, and history.
- **Open and regular communication.** In addition to regular online meetings with the CEO and the entire team, mailings, and updates to the corporate website, the company created additional communication channels in Telegram and Teams for each separate office and sent operational messages via SMS. An Emergency channel and a phone hotline were also created.



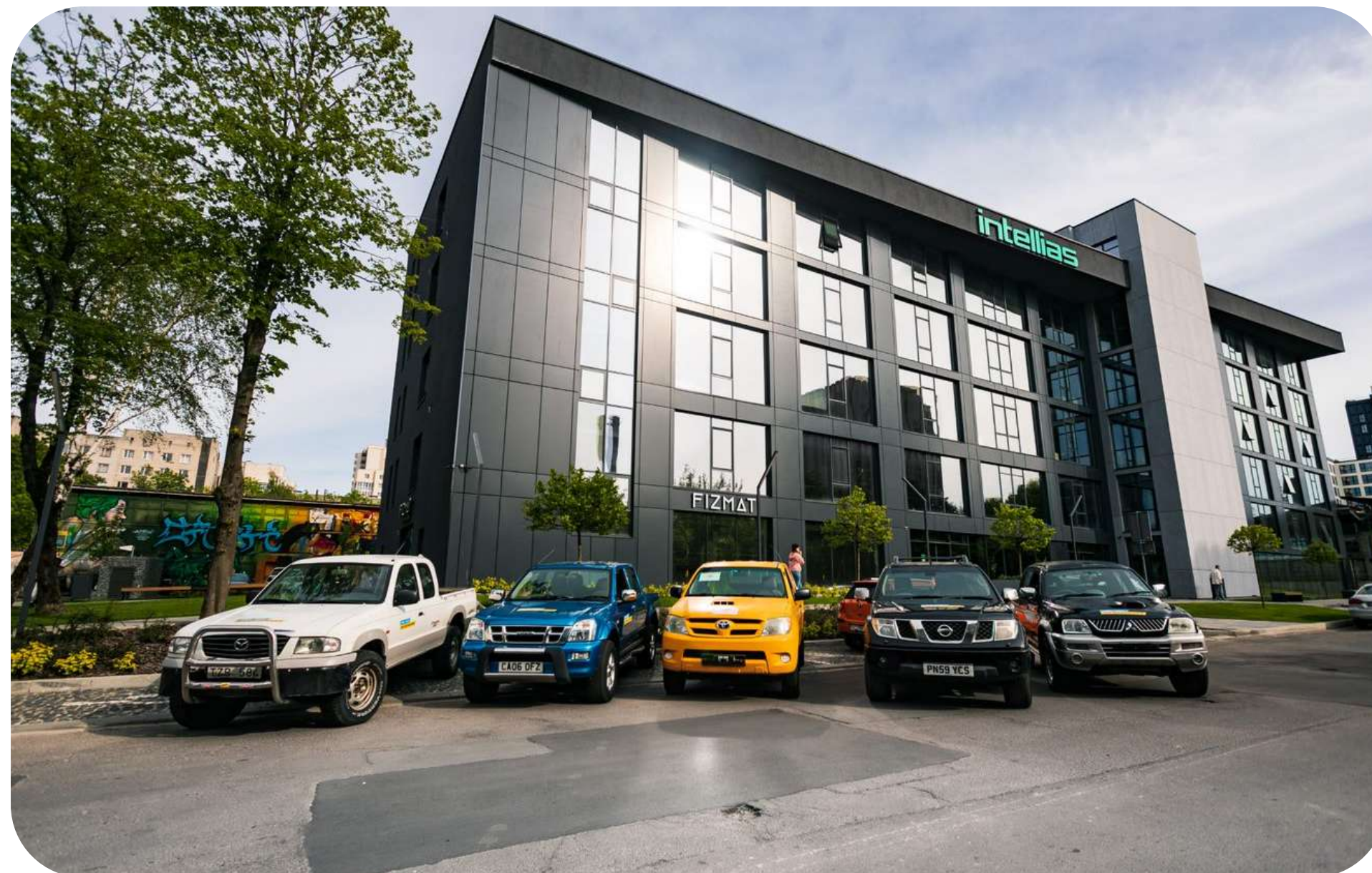
## Supporting colleagues during the full-scale invasion

All mobilized Intellias specialists, as well as those who joined the territorial defense units, receive a **military leave package**.

The company provides funds for the purchase of necessary equipment as well as the opportunity to obtain protective gear (body armor, helmets, two-way radios, etc.) and SUVs.

Every week, the company allocates \$5,000 for these needs.

These colleagues also receive monthly compensation for their families for 6 months or until they return to work. During this time, the company also pays all taxes. People Partners maintain constant contact with colleagues and try to help quickly with all requests.



## Internal events

Work at Intellias has never been limited to performing work tasks. To maintain a positive climate in the company, we organize many events, highlighting significant dates for colleagues and the company and uniting people around topics that are important to them.

When organizing events, we often cooperate with local businesses as well as social enterprises. This year, none of the events took place without a fundraising component to support the Ukrainian Armed Forces.

During 2022, the company held 47 IntelliMorning events — informal Friday morning meetings. In addition to the usual topics of hobbies or personal experiences, this year **IntelliMorning** became a platform for discussing volunteering topics and the opportunity to invite mobilized colleagues.

The regular meetings of **Intellias Book Lab**, which we hold in partnership with the Knyzhkovy Lev bookstore, in 2022 were complemented with a non-fiction section moderated by Intellias specialist Yuliia Hemberh.



## Internal events

Together with The Ukrainians Media and historian Yaroslav Hrytsak, we recorded three episodes of the **Music with Stories** podcast, which were united by the theme “War and the creation of Ukraine.” The recording took place offline in the Lviv office. During the meetings, we fundraised, as a result of which we purchased 11 first-aid kits for defenders.

In 2022, we have rethought the traditional **Halloween** celebration. We decided to dedicate this day to important topics: fighting your own fears and taking care of your mental health. Colleagues attended a meeting with psychologist and psychotherapist Volodymyr Stanchyshyn on the topic of fears as a response to danger and also participated in weaving camouflage nets for the Armed Forces.

In addition, the team organized online and offline **first aid training** for more than a hundred colleagues.



## Internal events

The theme for Children's Day was "Dream bigger than the Ukrainian Mriya." Together with the artist, Anastasiia Gornichar, we developed a paper model of the Mriya airplane which children could assemble with their own hands. The children also learned to write their own fairy tales, and at the end of the celebrations we published a book with their stories. The book was translated into English and presented to colleagues, partners, and clients. Colleagues were able to get the book in exchange for donations. A lecture on goals was held for older children. Fairytale therapy was also arranged for children and parents.

### WINNER

CAREER SHOW AWARDS  
ВОДЕЩИТЕ НАГРАДИ ЗА  
НАЙ-ДОБЪР РАБОТОДАТЕЛ

Our project *MriyaTy. Building our dream* received a gold award at the Career Show Awards 2022 in Bulgaria

Furthermore, a paper model of the famous Ukrainian plane helped to collect donations in support of Ukraine in London. Airplanes became the main symbol of the action organized by Ukrainian activists Support Ukraine / London Euromaidan in London on the occasion of the Ukrainian Independence Day. Everyone could create their own little "Dream" and write their most cherished wishes on it.



## Internal events

Before Easter, the company's offices organized a master class on drawing, Easter egg painting, and gingerbread painting.

The theme for St. Nicholas Day was "Home in your heart." For each child, we prepared gifts that evoked the coziness and comfort of home, and children's works at the drawing auction were based on the theme "Home is where I..." We received a total of 64 works, each with its own meaning. The drawings were presented in the gallery of the Lviv office of Intellias Art Point and are also available online on a separate exhibition page. Thanks to the bids of our colleagues at the auction, we were able to collect UAH 37,800. All funds were donated to the charity SOS Children's Villages in Ukraine.

Also in 2022, more than 100 colleagues joined the St. Nicholas' Reindeer event to give a little miracle to children from the occupied territories who found shelter in Znamyanka and Kamianets-Podilskyi.



## Volunteer community

Intellias unites the best, and this is repeatedly confirmed by the responsible attitude of colleagues and their active support of social initiatives.

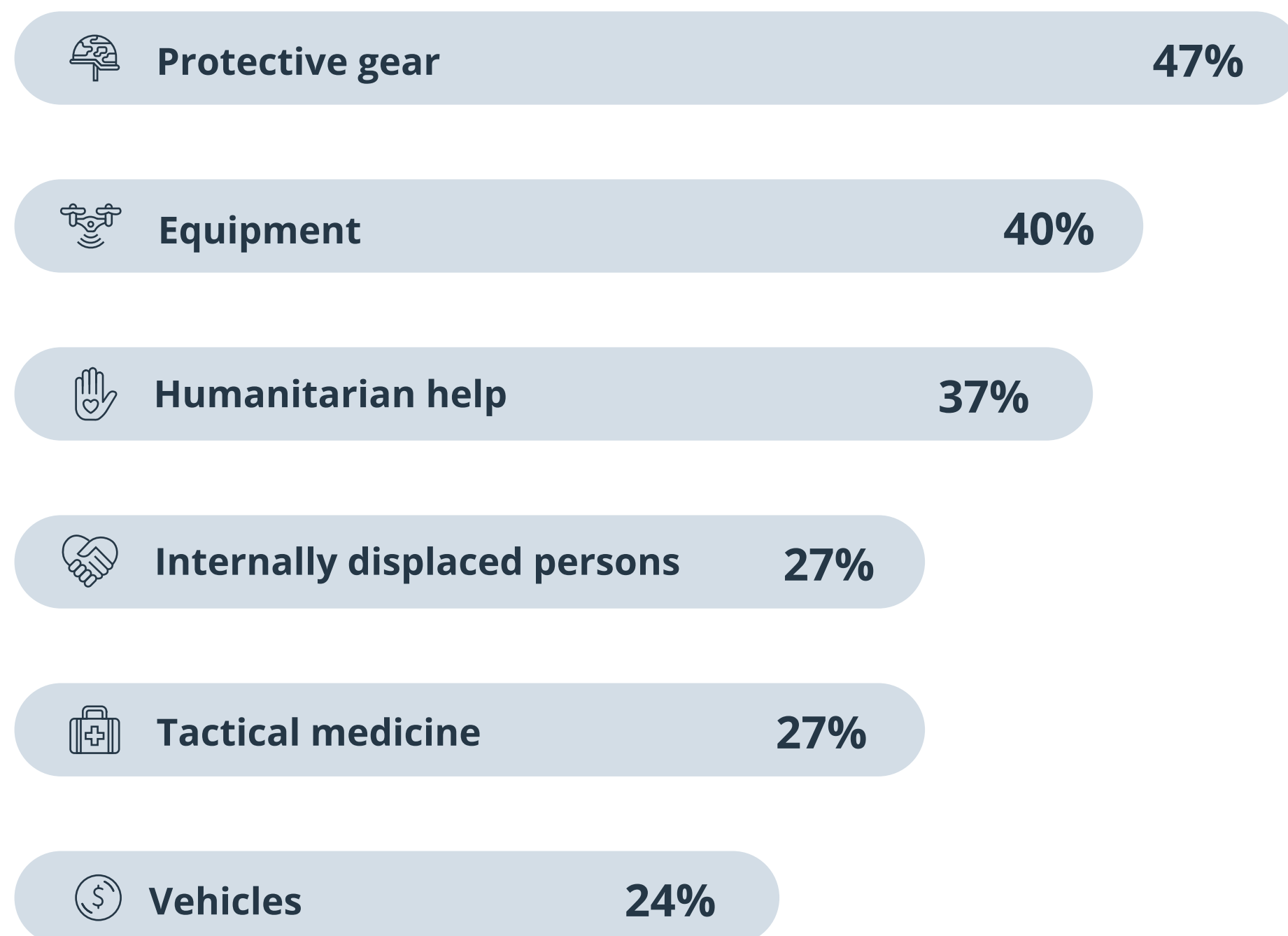
During 2022 colleagues initiated several social projects on the internal IntelliShare crowdfunding platform: one of them was aimed at cleaning the recreation area around one of local lakes, and the other was aimed at helping a rehabilitation center that takes care of bears that have suffered from cruel treatment in circuses and other institutions.



## Volunteer community

The full-scale invasion compelled an even greater sense of unity. Our colleagues have come together to raise funds and humanitarian aid; support each other, the military, and internally displaced persons; and engage in cyber resistance.

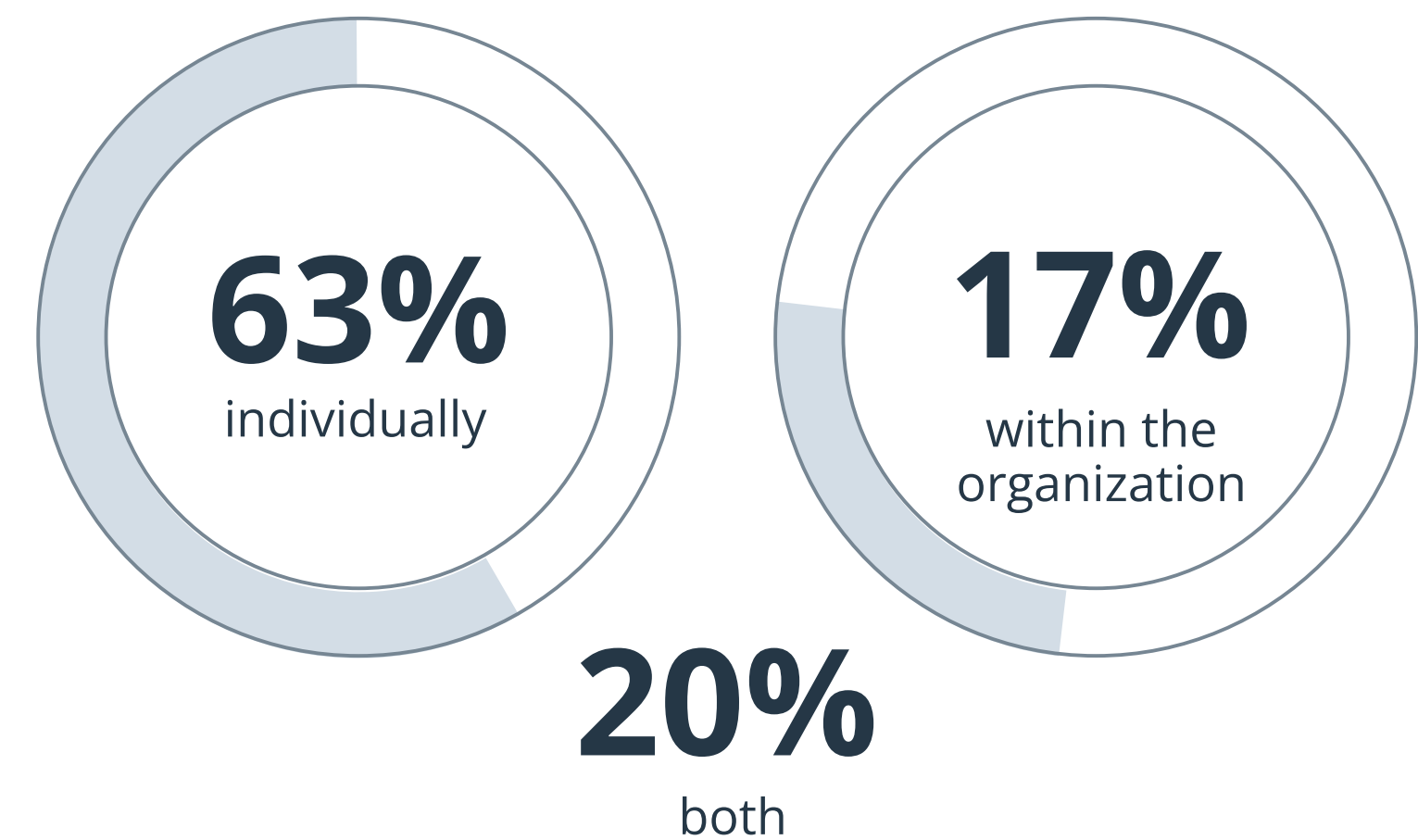
### Main ways of volunteering



**~\$152 M**

total funds raised by fellow volunteers

### Colleagues volunteer



**36%**

Female

**64%**

Male

## Volunteer community

Intellias engineers volunteered to help develop various logistics and object detection systems for the Armed Forces of Ukraine.

Other colleagues joined together and created the Push to Leave app, which helps identify Russian goods and promotes their boycotting.

We organize meetings to share volunteer experience, inviting external speakers from the Come Back Alive Foundation, the Serhiy Prytula Foundation, and other organizations as well as colleagues engaged in volunteer initiatives within the company and beyond. We also celebrate the efforts of our colleagues with unique gifts.

For efficient coordination of meetings and purchases, an internal Intellias Stronger Together chat was created, which continues to be actively used in 2023.

To celebrate Intellias volunteers and thank them for their activity, we dedicated 10 days in autumn, 2022 to the topic of volunteering and held meetings with Intellias volunteers, as well as with Serhiy Prytula, one of the most famous volunteers in Ukraine and the founder of Serhiy Prytula Charity Foundation.





# Social responsibility

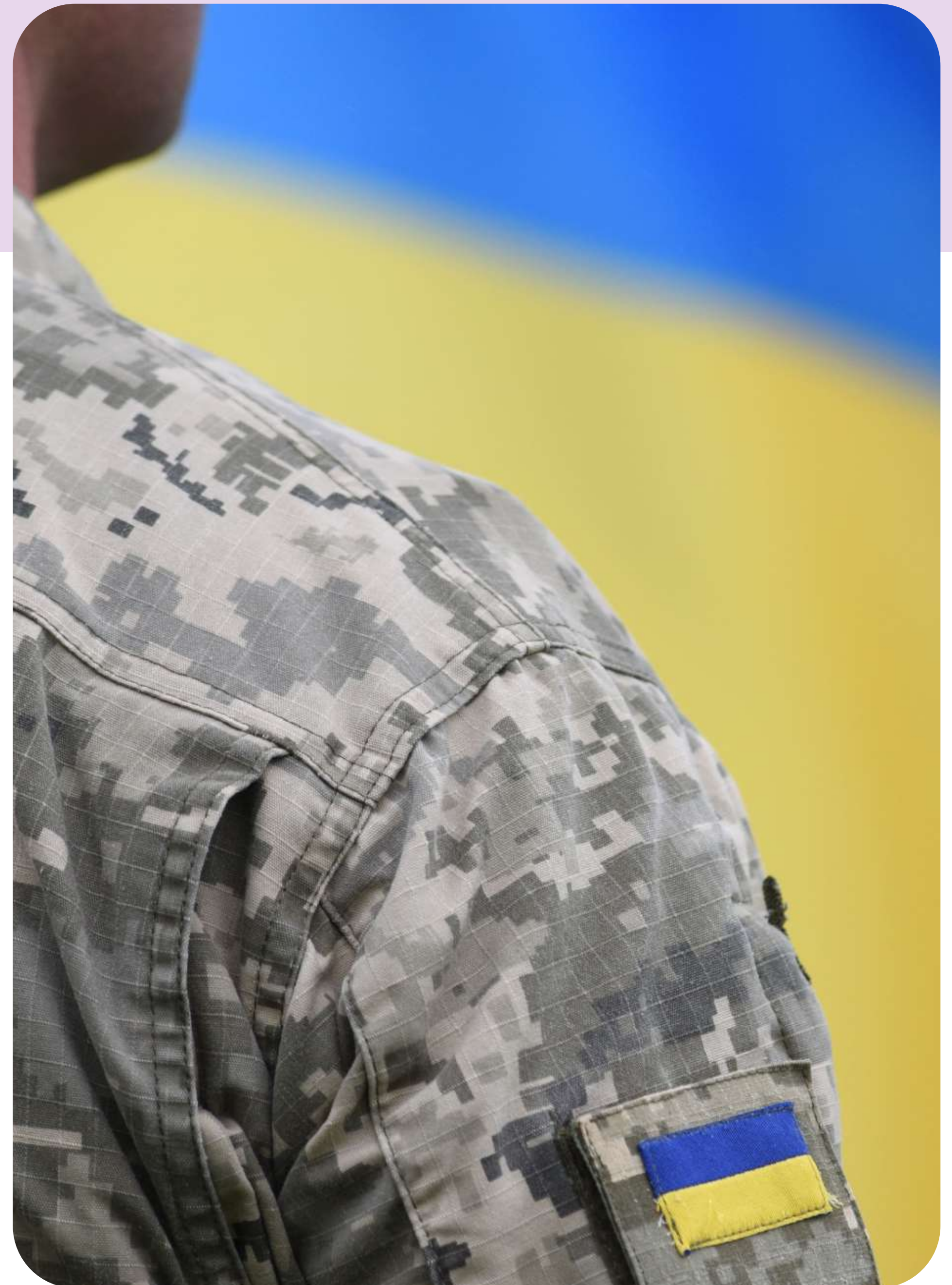


Intellias is a global company with Ukrainian roots. We categorically condemn the aggression of the Russian Federation and the violation of Ukraine's territorial integrity. As a responsible business, we focus on supporting the Armed Forces of Ukraine and war-affected citizens and contributing to Ukraine's victory. In 2022, we donated more than

# \$1,000,000

to support Ukraine's defenders

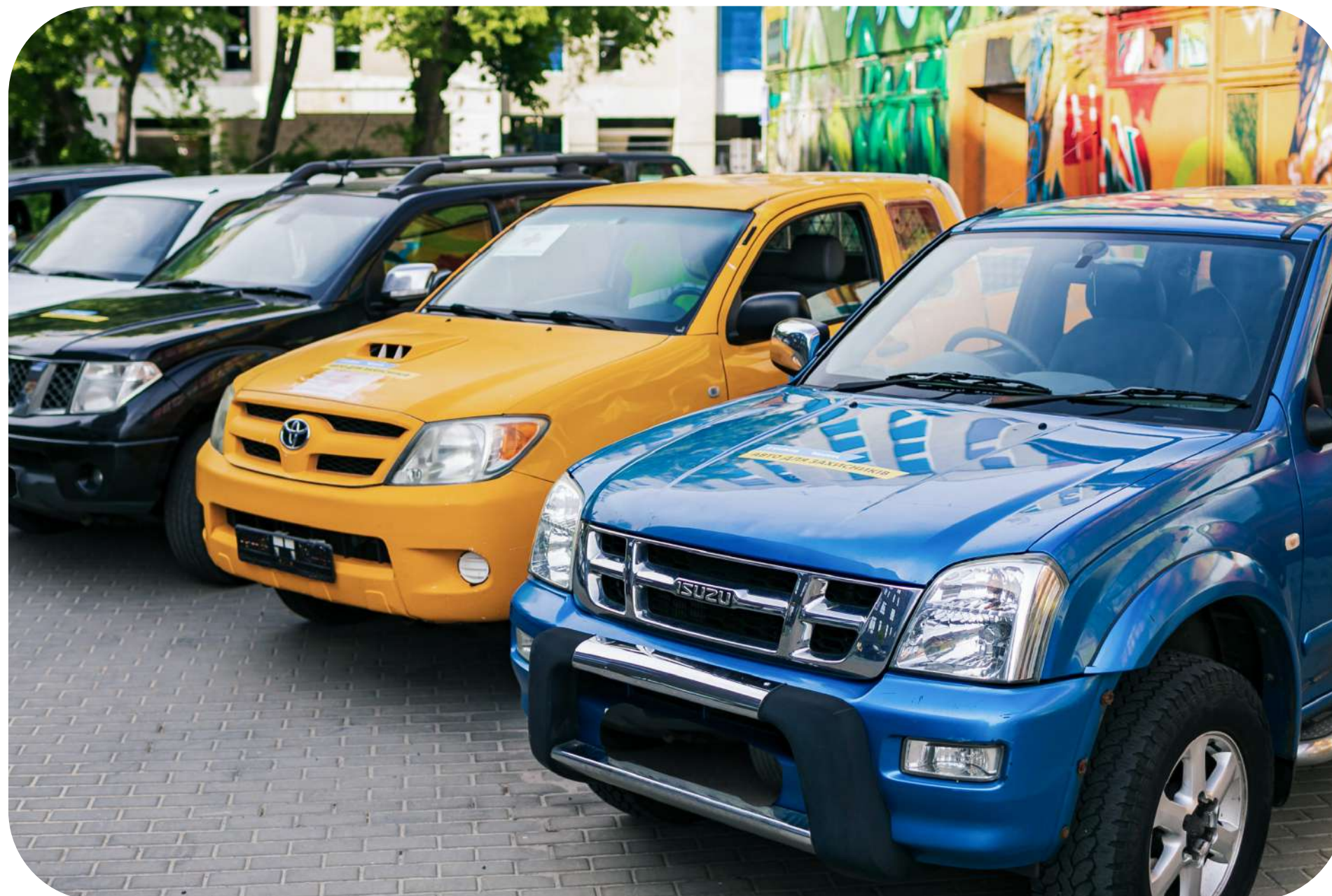
Half of that amount was the company's contribution, and the other half was donated by Intellias specialists on the internal IntelliShare crowdfunding platform. 95% of all colleagues made at least one contribution on the platform.



## Support for Ukraine

We have two ongoing projects — **Vehicles for Defenders** and **Equipment for Defenders** — for which we fundraise to purchase and deliver supplies to mobilized colleagues and their close ones on the front lines. During 2022 we purchased more than 50 off-road vehicles and 250 pieces of equipment.

Intellias decided to celebrate the anniversary of its founding by making a gift to the Armed Forces of Ukraine. In cooperation with the Serhiy Prytula Foundation, we purchased equipment that contributed to the liberation of the Kherson region. Cooperation with foundation continues, and together we handed over a four-wheel-drive ambulance to the Armed Forces equipped with everything necessary, which is already helping to save lives on the front lines.



## Support for Ukraine

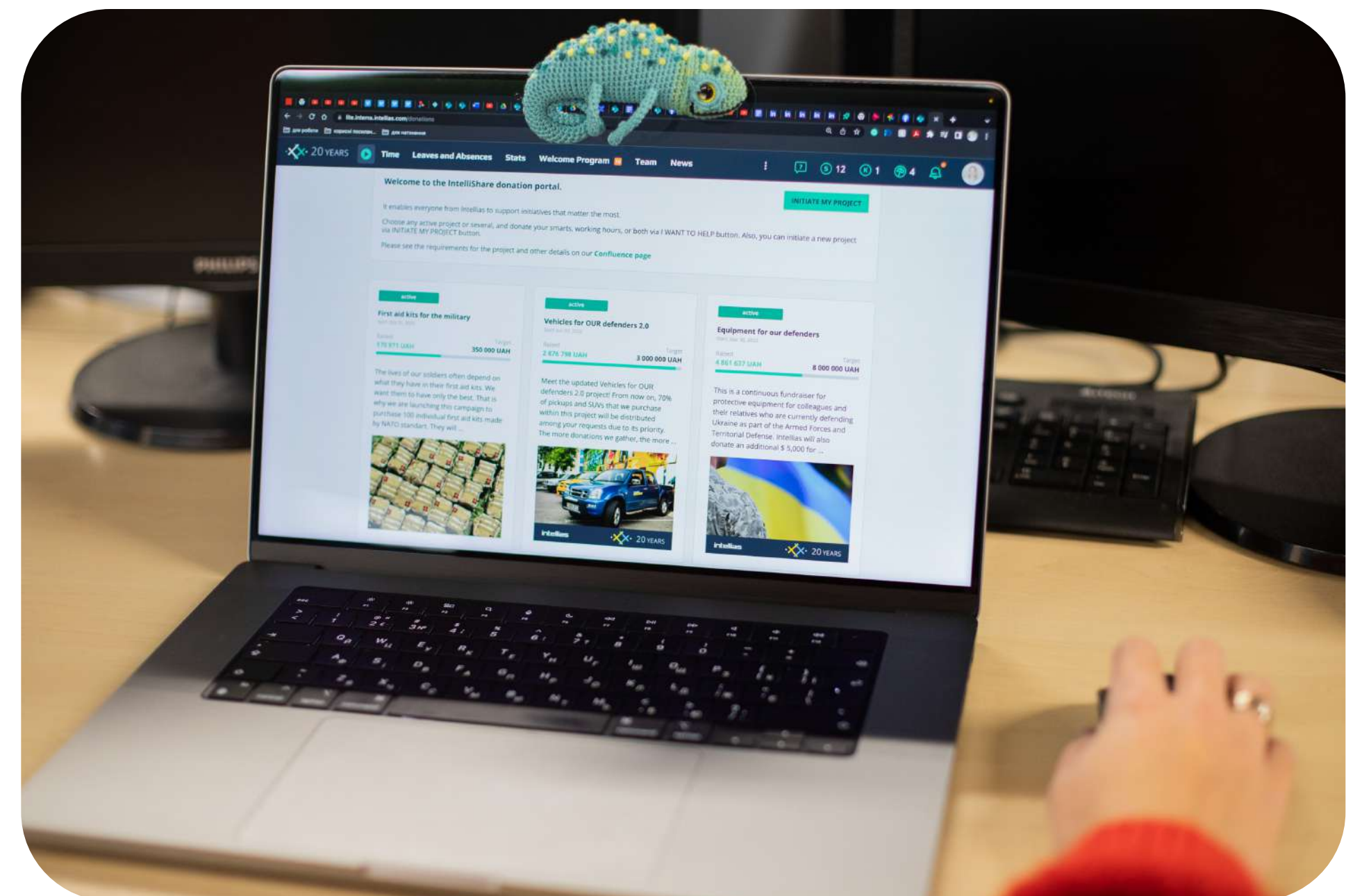
Intellias comprehensively supports the air defense forces through work on the SKY project. As part of the project, we transferred funds for the modernization of the command and analytical centers of the “West” Air Command, as a result of which the effectiveness of its work, which consists of protecting the civilian population and critical infrastructure, has increased by 40%. At the second stage of support, we transferred funds for the purchase of simulators for shooting with Ihlá MANPADS.

Thanks to this, hundreds of units from all over the country can learn to effectively intercept air targets, in doing so, preserve civilian infrastructure and save the lives of Ukrainians.

Traditionally, we celebrated the winter holidays by helping children as part of the *Good Winter* campaign. This year’s winter was hard to call good, as we constantly faced many challenges, blackouts and frequent dangers. That’s why we created a charity game where every new level reached by the Intellias mascot, the chameleon Stepan, was a fundraiser for an protective gear, a vehicle, or other equipment for our colleagues on the front lines.

Moreover, we also raised funds for women’s military uniforms, helmets, military rehabilitation, individual tactical first-aid kits, and more. Intellias specialists also helped to collect first-aid kits for which donations were made earlier.

Additionally, Intellias regularly transfers hardware for military needs. In 2022, more than 300 laptops, computers and monitors were handed over.



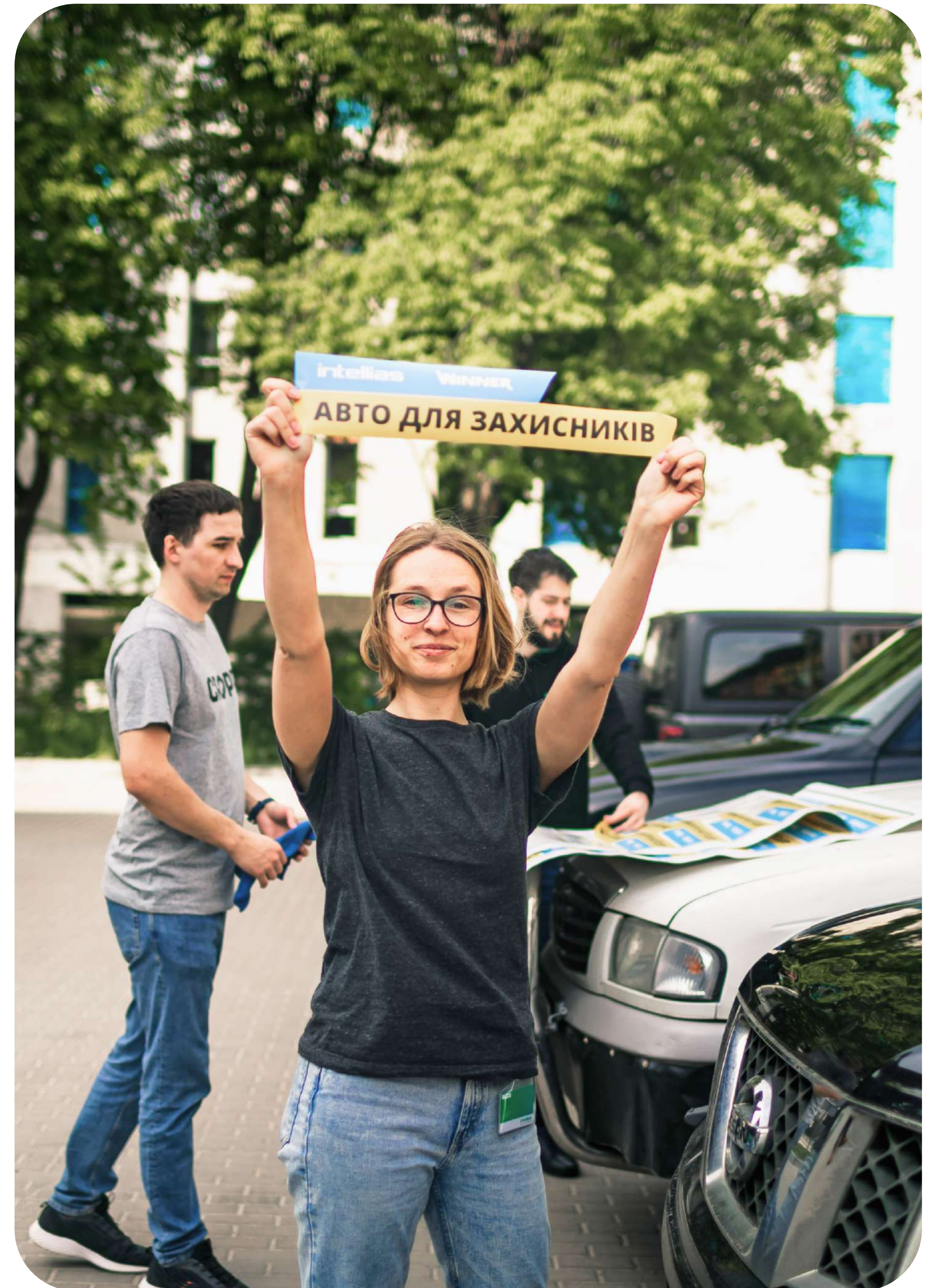
## Intellias Foundation of Change

During the year, our activities in supporting Ukraine only gained momentum, and they will not stop until Ukraine wins. To increase the efficiency of our activities, we have established our own charity fund that will help in the administration of Intellias charitable projects and the implementation of new ones.

The focus of the foundation is collecting equipment and SUVs for defenders as well as humanitarian projects. An increase in the number and type of projects is planned for 2023.

You can join our charity projects and support Ukraine using this link.

[www.foundationforchange.intellias.com](http://www.foundationforchange.intellias.com)



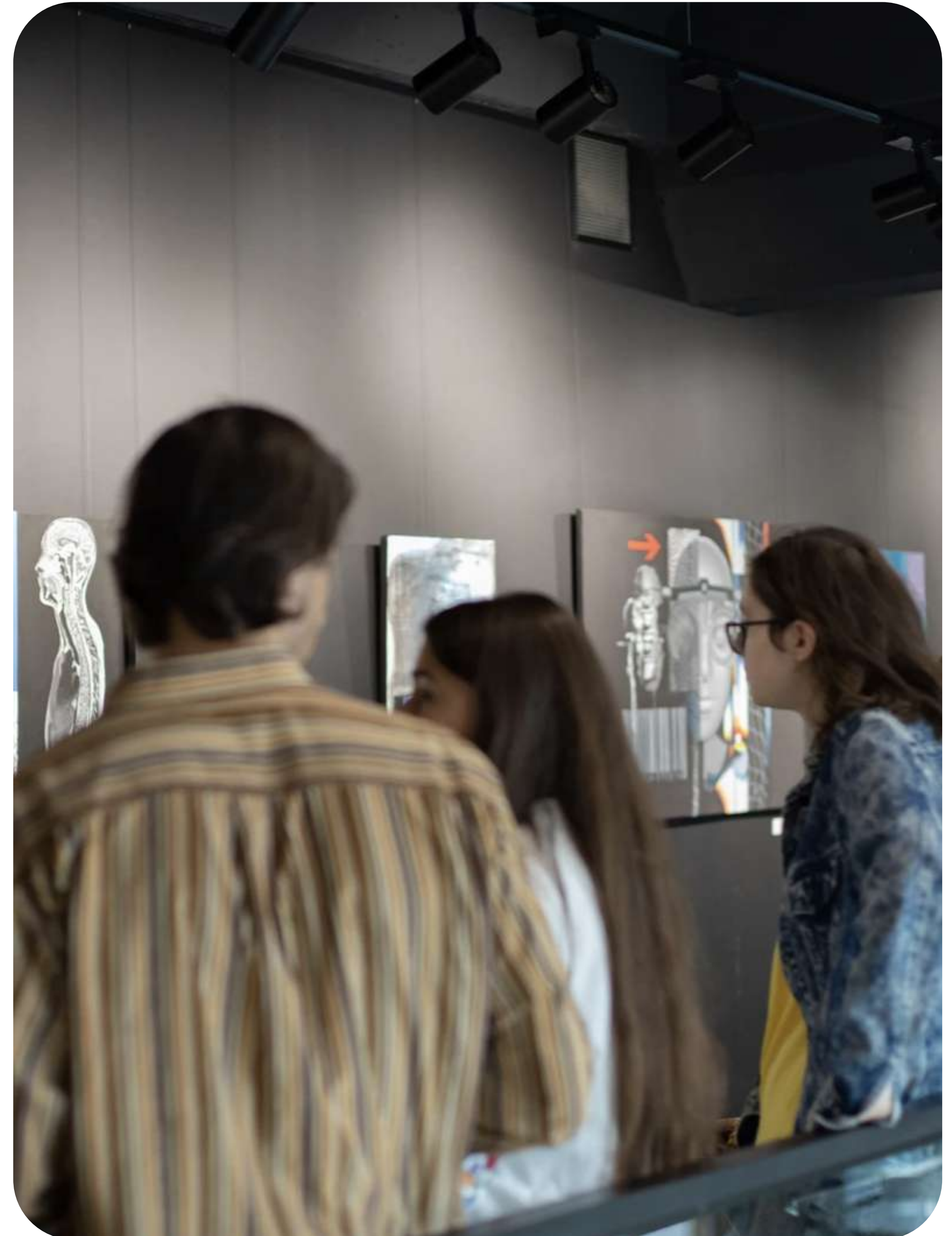
## Intellias Art Point

Our Lviv office houses the modern Art Point gallery, which occupies the hall on the second floor. Art and artists shape our humanity and cultural heritage. And that's why we're doing our best to bring art a little closer to the world of IT, our technological thinking, and the people of Lviv in general.

During 2022, five exhibitions were held in the gallery:

- *Life as it is and as it is not* by Yaryna Shumska
- *Moments* by Mia Panas
- *Another reality* by Lesya Kovalchyshyn
- *Chuzhoridne* by Inna Kharchuk
- *Star bearers* by Taras Keb

There is also a gallery [website](#) where you can view all past and current exhibitions and purchase individual works at any time.



## Park of Culture Podcast

Intellias sponsored and participated in the creation of the **Park of Culture** podcast about modern Ukrainian culture as part of identity and lifestyle. In the podcast, we talk about our values (which the world is now familiar with), unpack the cultural transformation during the war, and discuss the influence of culture on us as individuals and as a society.

We had time to talk with the creators of the new Ukrainian culture in its various manifestations about ingenuity, the new Ukrainian cuisine, Ukrainian humor, volunteering, corporate social responsibility, and film.

[Apple Podcasts](#)  
[Google Podcasts](#)  
[Spotify](#)  
[SoundCloud](#)  
[MEGOGO Audio](#)



# Environmental stewardship



## Environmental Management System (EMS)

In order to protect the environment and respond to changing environmental conditions in balance with socioeconomic needs, Intellias locations and development centers are certified according to the ISO 14001:2015 standard, which provides for the development of an environmental management system (EMS) in the company.



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.



## Ecomobility Summer

One of the focuses of corporate social responsibility at Intellias is **ecomobility**. We believe that the cities of the future must be accessible to all population groups, and sustainable mobility is the foundation that makes this accessibility possible.

In order to spread the ideas of sustainable mobility and bicycle culture, in particular, we have developed a comprehensive project called **Ecomobility Summer**. In 2022, the project went outside Ukraine for the first time and involved colleagues from Poland, Croatia, Bulgaria, and Portugal.

This year, the program was based on three tasks — helping yourself, helping the planet, and helping the army — for each of which we implemented corresponding activities.

First of all, measures were taken to care for mental and physical health. We encouraged our colleagues to “extract kilometers, not yourself” and participate in the **Ecomobility Challenge**. In total, we traveled 20,639 kilometers together.

**CyclingYoga** was held in Lviv and Kraków — a special set of exercises prepared by a trainer for cooling down after a ride.





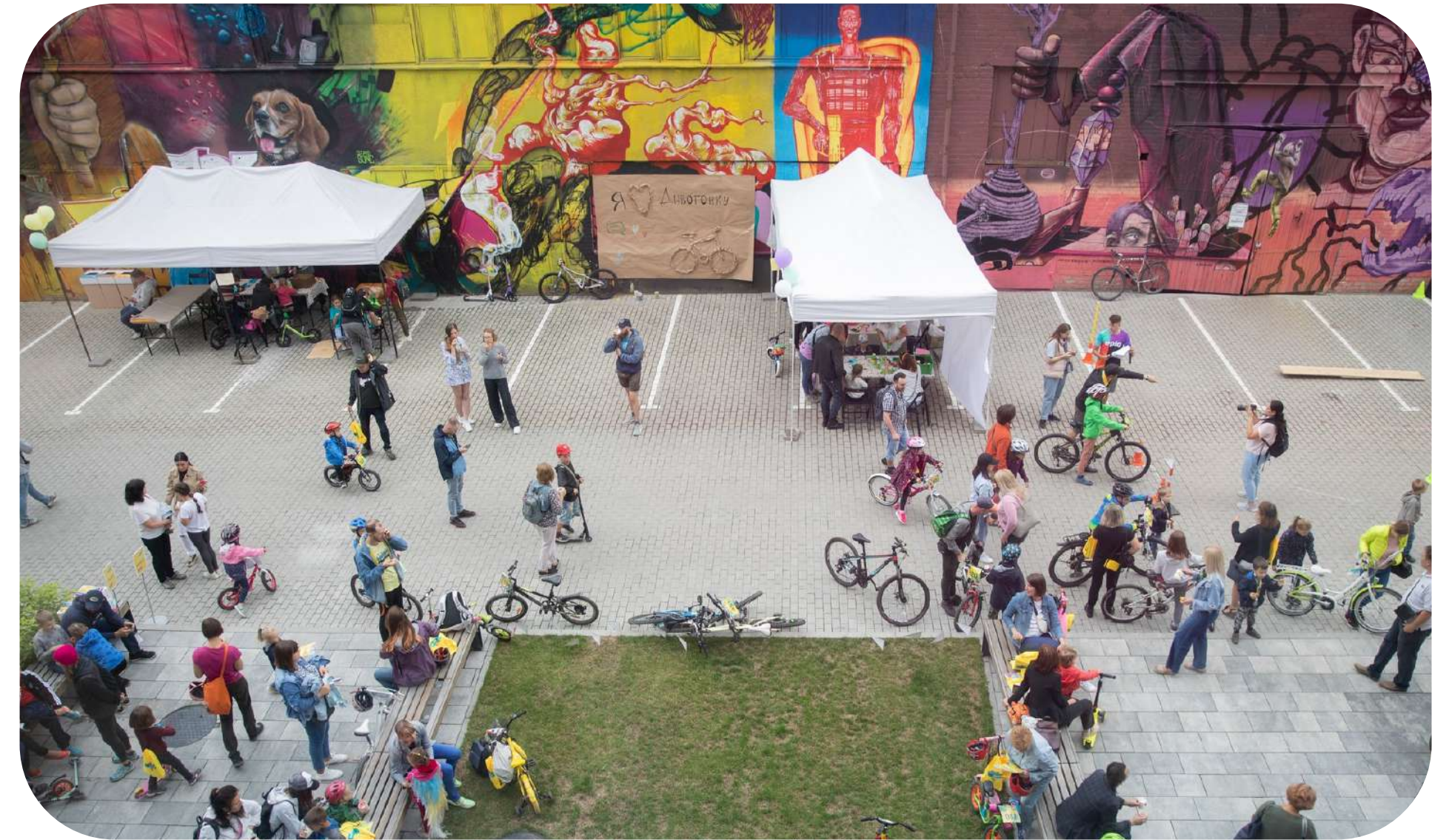
## Ecomobility Summer

A whole series of activities took place in **Kraków** during Summer 2022: a viewing of Urban Mobility Shorts, a bike workshop where attendees could get their bike repaired, and a cycling school on traffic safety.

It is important to instill a love for bicycles from a young age, so in partnership with Lviv scout organization Plast, we implemented a traditional **Dyvohonka**, in which more than 150 children participated. And in order for everyone to use a bicycle safely, we organized the Bicycle School together with the bicycle patrol and the Lviv Association of Cyclists.

Supporting the defenders of Ukraine was the theme of the project. We found that mobility is in demand not only in cities but also on the front line. During all activities we raised funds for powerful electric bikes. Quiet and environmentally friendly vehicle can complete specific tasks quickly and remain inconspicuous what equals saving lives. We managed to collect about nearly 19,000 USD.

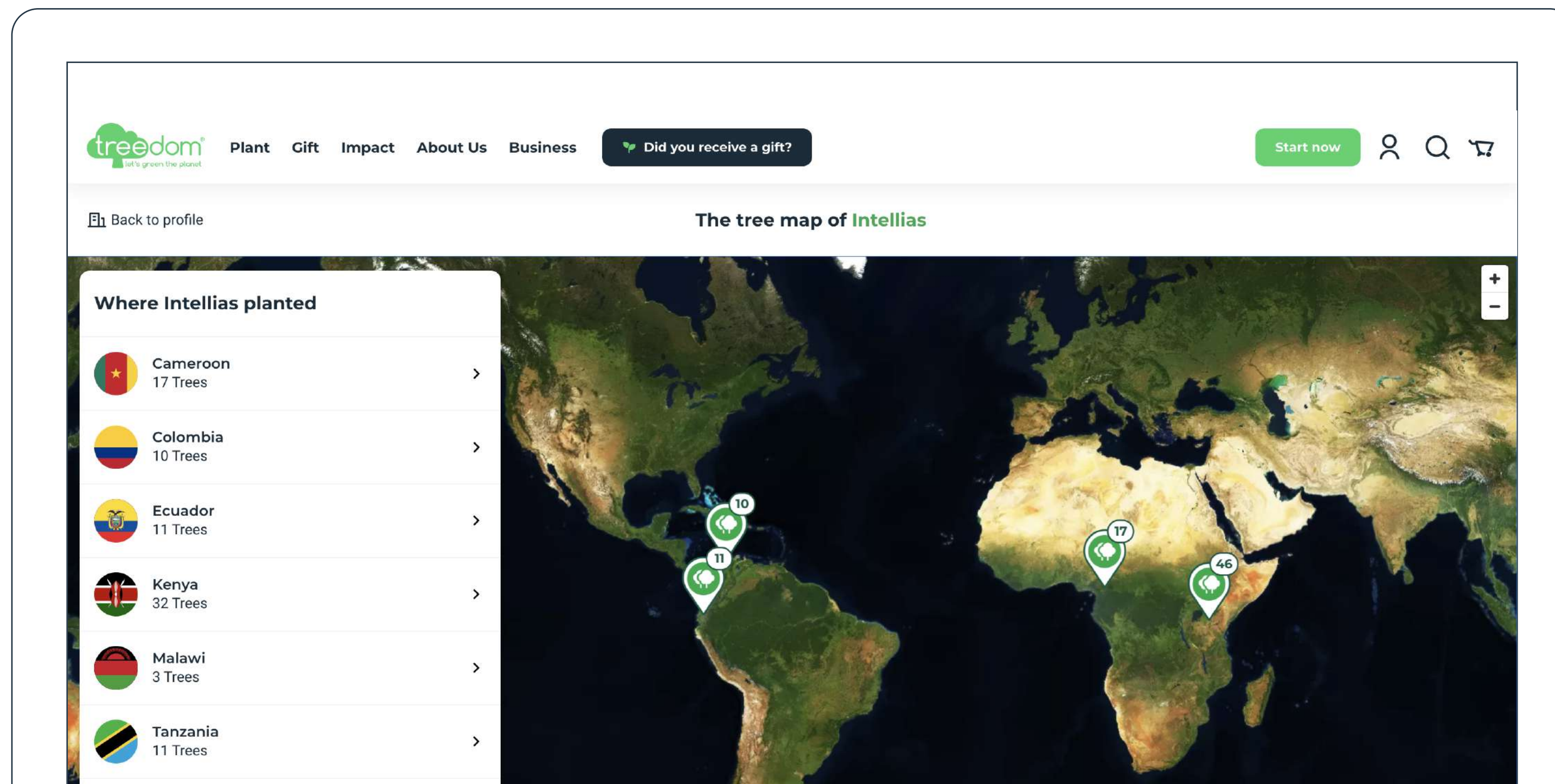
The outcome of the project was the **Bike Talk** online event, where the company's specialists from Porto, Zagreb, Kraków, Kyiv, and Lviv talked about the peculiarities of the infrastructure and cycling culture in their cities.



# Tree planting



We promote love for and a responsible attitude towards the environment. As a sign of gratitude to customers and partners for fruitful cooperation, we decided to give certificates that can be exchanged for having a tree planted in places where it is critically important. In 2022, our partners planted more than 80 trees in 6 countries. Thanks to this, we helped to absorb 16.11 tons of CO<sub>2</sub>.





# About this **report**



## About this report

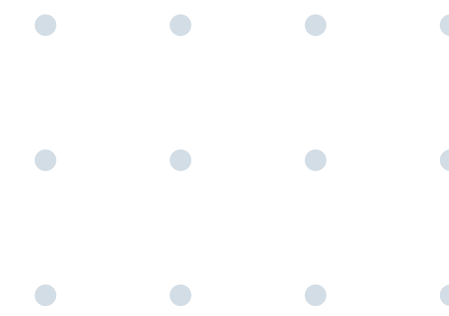
This annual Intellias report highlights the non-financial aspects of the company's activities, relationships with key stakeholders, contributions towards achieving the UN's Sustainable Development Goals, and corporate social responsibility activities for the period from January 1, 2022 to December 31, 2022.\* Information about Intellias is provided as of July 2023.

In the report, we summarize the results of 2022 innovations and Intellias' regular efforts aimed at improving the socio-psychological climate inside the company and solving global social problems outside it.

\*Except for the Winter Fatality initiative, which started on December 19, 2022 and ended on February 28, 2023, and the results of the WEP Gender Gap Analysis tool, which covers progress from March 2022 to March 2023.

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

*For questions about the report and corporate social responsibility at Intellias, contact Oleksandra Chuchko, **CSR Lead**, at [oleksandra.chuchko@intellias.com](mailto:oleksandra.chuchko@intellias.com)*



This report is prepared in accordance with

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



# GRI standards compliance table

## GRI 2: The organization and its reporting practices. 2021

2-1	Organizational details	About Intellias, pp. 5-12	
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. 60	
2-6	Activities, value chain, and other business relationships	About Intellias, pp. 5-12	
2-7	Employees	Responsibility towards colleagues, p. 28	
2-22	Statement on the sustainable development strategy	Our responsibility, p. 14	
2-23	Policy commitments	Responsibility towards colleagues. Code of Ethics and Ethics Committee, p. 30	
2-26	Mechanisms for seeking advice and raising concerns	Responsibility towards colleagues. Code of Ethics and Ethics Committee, p. 30	
2-27	Compliance with laws and regulations		During the reporting period, there were no incidents of legal violations
2-28	Membership in associations	About Intellias. Participation in associations, clusters, and communities, p. 20	
2-29	Approach to stakeholder engagement	Our responsibility. Interested parties, p. 15	

### GRI 3: Material Topics. 2021

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

### GRI 205: Anti-corruption. 2016

205-2	Communication and training about anti-corruption policies and procedures	Responsibility to colleagues. Code of Ethics and Ethics Committee, p. 30	
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		611,141 megawatts (MW) from the network: 90.81% from renewable sources: 9.19%
302-4	Reduction of energy consumption	Environmental stewardship, p. 55	

### GRI 401: Employment. 2016

401-1	New employee hires and employee turnover	Responsibility towards colleagues, p. 28	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Responsibility towards colleagues. Comfortable conditions, p. 29	
401-3	Parental leave	Responsibility towards colleagues. Responsible parenting, 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 towards colleagues. Comfortable conditions, p. 29	
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## GRI 404: Training and Education. 2016

404-1	Average hours of training per year per employee	Responsibility towards colleagues. Growth and development, pp. 31-33	
404-2	Programs for upgrading employee skills and transition assistance programs		
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		During the reporting period, there were 3 complaints based on which the internal policy was created and improved, and feedback was provided to the relevant persons.
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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	Responsibility to society, pp. 49-54 Environmental stewardship, pp. 55-58	
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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	611,141 MWh
	Percentage grid electricity	90.81%
	Percentage renewable	9.19%
TC-SI-130a.2	The total amount of water consumed	4692.7 m <sup>3</sup>
	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	Business responsibility. Data security, p. 19

## 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
	Number of law enforcement requests for user information	0
TC-SI-220a.4	Number of users whose information was requested	0
	Percentage resulting in disclosure	0
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Europe, USA, UAE, Saudi Arabia, UK

## Recruiting & Managing a Global, Diverse & Skilled Workforce

TC-SI-330a.2	Employee engagement as percentage	
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for <ul style="list-style-type: none"> <li>• management</li> <li>• technical staff</li> <li>• all other employees</li> </ul>	Responsibility towards colleagues, p. 28

## 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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# intellias

Engineering by people.



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