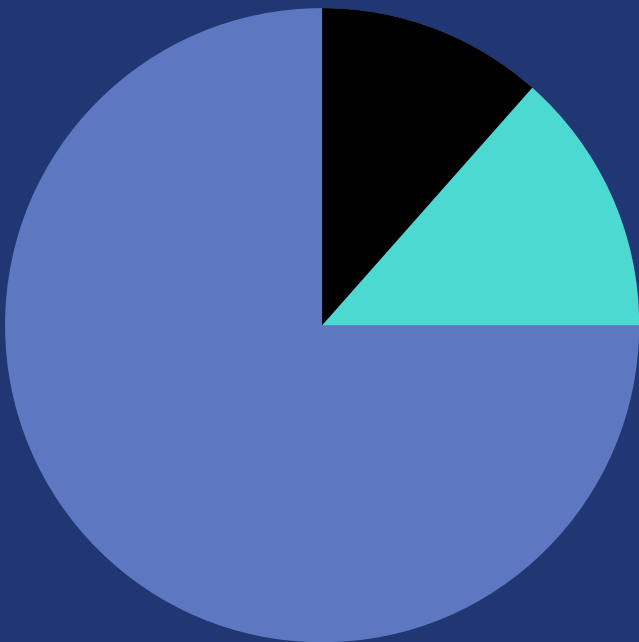


# DataArt Group Sustainability Report 2024



## Statement from the President/CEO of DataArt <sup>(GRI 2-22)</sup>

Dear DataArt Stakeholders,

In 2024, a year of resilience and innovation, DataArt achieved diverse accomplishments in different business areas. We maintained steady revenue and profitability, celebrated substantial victories with project delivery and new logos, and continued to uphold our commitment to innovation, resilience, sustainability, and positive societal impact.

We have navigated a dynamic landscape with agility and foresight, serving over 400 clients and achieving a Net Promoter Score of 76, which is twice the industry average for customer satisfaction. This achievement truly celebrates our Partners for Progress philosophy; it attests to our dedication to delivering exceptional client value and building long-term relationships.

This year, we launched AI Consulting Services, empowering businesses to move beyond the initial excitement of AI. By crafting future-ready strategies, we are assisting our clients in navigating complex and highly regulated environments, particularly in the healthcare, life sciences, and finance industries. Our Data Maturity Assessment solution and Modern Data Platforms have played a crucial role in guiding businesses on their data journey and unlocking their full potential.

We have strengthened our strategic partnerships, gained AWS competencies across various industries, and expanded our collaboration with Microsoft. Our participation in the Google Cloud Summit showcases our commitment to advancing cloud transformation.

We are honoured to have received numerous accolades, including recognition in the Global Outsourcing 100, Inc. 5000, Technology Innovator Awards, and acknowledgements from Everest and Gartner. Our dedication to fostering an inspiring workplace was recognized when we were named among Europe's top 20 Most Inspiring Workplaces in Technology.

As we expand to over 40 global locations with a team of more than 5,000, we remain committed to delivering unparalleled value to our clients, shareholders, colleagues, and communities. Our industry-leading Glassdoor rating of 4.6/5 reflects our dedication to creating an exceptional workplace. We are confident in our ability to drive progress and innovation, ensuring a sustainable and prosperous future for all our stakeholders.

In adherence to its prior commitment in 2024, DataArt initiated an external validation process of its climate-related goals to align with the Science-Based Targets Initiative (SBTi). In March 2025, DataArt Enterprises, Inc. received confirmation by SBTi Services that its near-term science-based greenhouse gas (GHG) emissions reduction targets align with SBTi Standards and Guidance

(Criteria version 5.2), positioning DataArt as a leader in corporate sustainability, supporting global efforts to limit warming to well below 2°C while pursuing a 1.5°C future.

As proof of DataArt's commitment to fighting climate change, our colleagues continue to take part in reforestation activities, with 215,000 trees planted in Ukraine, Poland, Armenia, and Cyprus as part of the DataArt Forest initiative. Our dedication to supporting Ukraine has been steadfast, with significant contributions and fundraising efforts from our dedicated staff (add exact numbers).

Our commitment to Diversity, Equity, Inclusion, and Belonging (DEIB) remains unwavering. Through training programs and awareness campaigns, we continue to create an inclusive, supportive, and equitable work culture that values diversity at all levels. Our talent development initiatives aim to strengthen our team's expertise in AI and data, using these cutting-edge technologies to enhance productivity.



Sincerely,

**Eugene Goland**  
President and CEO of DataArt

## What DataArt is All About <sup>(GRI 2-6)</sup>

DataArt is a global software engineering firm that delivers breakthrough data, analytics, and AI platforms for the world's most demanding organizations. As the partner for progress in the digital age, our world-class teams artfully design and engineer data-driven, cloud-native solutions that generate immediate and enduring business value. We combine global scale, deep technical expertise, and progressive vision with advanced R&D Labs, frameworks, and accelerators to solve our clients' toughest challenges. Since our founding in New York City in 1997, DataArt has grown to bring together 5,000+ experts across 40+ locations in the US, Europe, Latin America, India, and the Middle East, with clients including major global brands like Priceline, Ocado Technology, Legal & General, and Flutter Entertainment. Recognized as a 2023 Newsweek Most Loved Global Workplace and 13 times as an Inc. 5000 Fastest Growing Private Company, we are proud of our reputation as a great place to work and partner with.

### Our Services

We Help Our Clients Stay on the Cutting Edge of Technology. In an era of relentless digital change, organizations face a dynamic environment filled with challenges and opportunities. To stay ahead, they need technology and strategies that evolve swiftly. This means transforming obstacles into competitive advantages with a clear vision, scalable solutions, and a culture of accountability.

#### Unlock the Value of Data

- Make your business more agile and data-driven
- Turn disparate data sets into actionable insights
- Optimize decision-making
- Create new revenue streams
- Decrease the cost of data ownership

#### Automate Manual Processes

- Improve business performance through intelligent technology
- Implement leading enterprise automation platforms
- Speed up technology development and improve business agility
- Drive efficiency through intelligent process automation

#### Improve Customer Experience

- Delight your customers and build loyalty through modern, world-class UX
- Create apps and products that keep clients coming back and increase share of wallet
- Generate advanced user analytics that inspire new products

#### Realize the Potential of AI

- Seize the revolutionary opportunities presented by generative and applied AI
- Invest confidently in the right tools and use cases

- Drive business efficiency and rapid product evolution with low-code/no-code development, chatbots, and personalization

As partners for progress in one's digital journey, we combine our progressive vision, robust capabilities, and partnership culture to drive lasting business value, helping navigate the present so our clients are always ready for the future.

## Our Clients

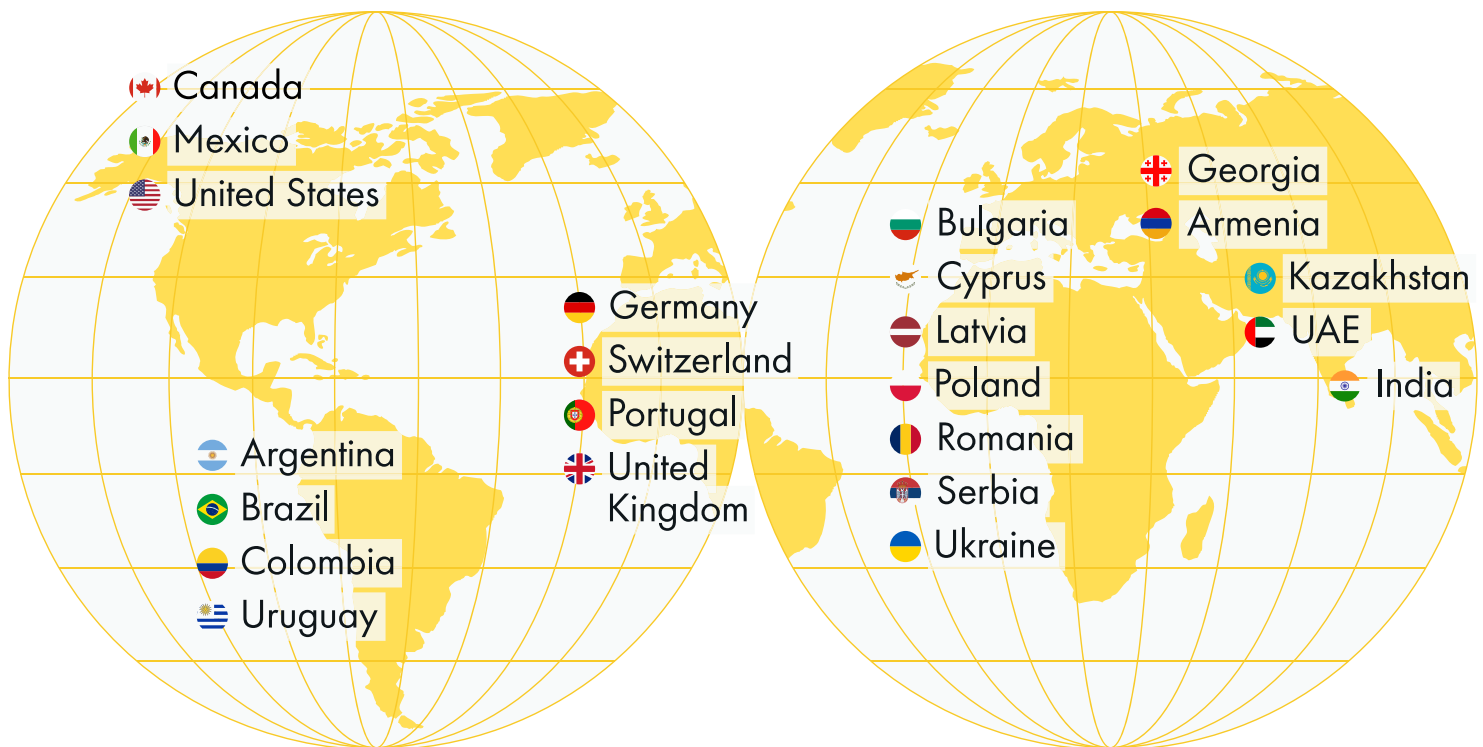
DataArt has earned the trust of some of the world's leading brands and most discerning clients, including Nasdaq, Skyscanner, Travelport, Apax, Ocado Technology, Centrica/Hive, Paddy Power Betfair, IWG, Univision, Meetup, and Apple Leisure Group, among others.

We prioritize long-term partnerships over short-term gain. That's why our top 20 clients have been with DataArt for 7+ years on average.

## Our People <sup>GRI 2-1</sup>

By the end of 2024, DataArt brought together the expertise of over 5,257 professionals in over 30 locations in the US, Europe, Latin America, and Asia. Our headquarters are located in New York City, USA.

## Geography



## Activities, Brands, Products, and Services <sup>(GRI 2-6)</sup>

We cover the full spectrum of custom system services, including design, implementation, testing, integration, deployment, and support. Clients rely on our R&D Centers for the latest advancements in Cloud, Data and Analytics, Blockchain, RPA, and IoT, among other technologies. Our deep industry sector knowledge enables us to deliver solutions faster and focus on what really matters for each client.

### 1. Innovate

Build intelligent, next-gen solutions that combine new business opportunities and the latest tech for maximum impact: AI and ML, Data and Analytics, Cloud, UX & UI Design and Consulting Services, Solution Architecture Consulting, AR/VR, 3D, & Game Development.

### 2. Build

Use proven development methodologies and technologies to build and optimize your products and platforms with guaranteed speed, scale, and security: Agile Software Development, DevOps, IoT, Custom Software Engineering, Blockchain, Quality Engineering.

### 3. Modernize

Keep your business ahead of the competition with process automation, cloud integration, and cost optimization: Cloud Migration, Legacy Modernization, Accessible Design, Robotic Process Automation.

### 4. Operate

Integrate security tools and implement best practices throughout the development life cycle of your software to build secure, versatile solutions and business processes: Managed Services and Support, Security, Performance Testing, Dedicated Delivery Centers, Well Architected Review.

## Industry Expertise

DataArt is a trusted technology partner that applies its vast industry knowledge and domain expertise to build landmark applications for leading companies in the finance, healthcare & life sciences, travel & hospitality, media & entertainment, retail & distribution, and other industries.

### Finance

We work across all areas of financial services and capital markets, offering engineering services with domain expertise, proven by the CFA certification. Our clients include banks, exchanges, hedge funds, market data providers, rating agencies, market utilities, insurance companies, fintech firms, and inter-dealer brokers.

### Travel Tech Solutions

Partner with experts in travel software development to have your custom solutions designed and built from the ground up, modernized, or seamlessly integrated with other in-use systems.

### Media & Entertainment

At DataArt, we combine our technology and industry expertise to design, build, and deliver leading technology solutions for digital media, music, sports, video, art, and publishing organizations.

### Healthcare & Life Sciences

DataArt delivers robust digital solutions that help healthcare & life sciences organizations foster innovation and digital transformation, improve outcomes, and solve complex business challenges.

### CPG & Retail & Distribution

We help businesses maximize their investments in modern technologies and merit a true competitive advantage, along with speed, scale, and security.

### Mobility & Manufacturing

At DataArt, we drive digital transformation for the automotive, mobility, and manufacturing sectors, applying our industry expertise and advanced technologies to meet evolving demands. From software-defined vehicles to software-defined systems, we build integrated solutions that enhance efficiency, support sustainability, and deliver exceptional customer experiences.

### Educational Technology

At DataArt, we specialize in custom EdTech solutions for companies and institutions, enabling impactful data analytics in education and advancing e-teaching and e-learning experiences. We create engaging educational content that encourages students to pursue ongoing learning opportunities.

### Investing in Innovation & Partnerships

#### Commitment to Partnerships

DataArt developed its strategic partnerships with ORO Commerce and Contentful CMS, aiming to get upgraded to the Gold Partner Status, and maintained existing partnerships with innovative platforms such as KX, monday.com, Adyen, Revolut, Sanity, Acquia, Kentico, BigCommerce and others.

#### AWS

- Recognition: DataArt has been named a leader in the Everest Group AWS Services Specialists PEAK Matrix® Assessment 2024.
- Differentiation: As part of our ongoing investment in specialized designations, we have expanded our expertise by adding AWS DevOps Competency and AWS Generative AI Competency to our growing list of achievements.

#### Microsoft

- DataArt expanded its portfolio of Microsoft Solutions Partner Designations, now holding four: Data & AI (Azure), Digital & App Innovation (Azure), Infrastructure (Azure), and Security.
- DataArt has strengthened its expertise in Azure migration, data analytics, and AI, now providing services for Copilot for Microsoft 365, Microsoft Fabric, and more—while reinforcing security measures to meet evolving market demands.

- DataArt has introduced new industry-focused offerings for the Microsoft Industry Solutions Directory, helping organizations simplify digital transformation with customized cloud, AI, and analytics services. These services address industry-specific challenges, enabling businesses to optimize operations and drive innovation.
- DataArt has become a partner of choice for Microsoft co-branded projects.

#### GCP Partnership

- DataArt secured two wins in the Era of Gemini Demo Contests, showcasing our cutting-edge Generative AI solutions. These achievements highlight our leadership in AI-driven transformation and our ability to deliver impactful, real-world innovations.
- GCP Partnership has been acknowledged in the Everest Group Cloud Matrix, reinforcing DataArt's position as a trusted technology partner for cloud modernization and AI adoption.
- DataArt introduced new AI-powered industry solutions and launched a Generative AI Accelerator to help enterprises leverage cloud, AI, and analytics for faster innovation, streamlined operations, and competitive advantage.
- DataArt has deepened its expertise in Vertex AI, large-scale GCP migrations, and data platform modernization. Our advanced capabilities empower businesses to harness AI, scale cloud infrastructure, and maximize data-driven insights for long-term success.

#### Stripe

- DataArt has achieved the Services Implementation Specialization within the Stripe Partner Ecosystem, demonstrating a strong track record of successful implementations of Stripe products and obtaining multiple certifications that showcase DataArt's technical expertise.
- DataArt has achieved the Stripe Billing specialization badge for the Americas and EMEA regions. This specialization highlights our expertise in the implementation of Stripe Billing, a solution for subscription management, billing automation, and recurring payments.
- DataArt has expanded its portfolio to include in-person payments, focusing on building customized solutions that enable businesses to accept in-person and online payments in a modern, unified approach. For this new offering, DataArt developed a proof of concept leveraging Stripe Terminal and Tap to Pay to provide in-person, contactless payment systems through compatible smartphones, without requiring additional hardware.

#### Membership in Associations and IT Clusters <sup>(GRI 2-28)</sup>

DataArt holds memberships in local industry peer-to-peer organizations, contributing to developing local labor markets and improving employment standards, sharing our best practices, and joining forces with competitors and partners in educational and environmental initiatives. We actively seek partnerships with local NGOs that focus on sustainability and promote sustainability as part of the regional agenda.

The list of primary memberships in 2024:

- IT Community Dnipro, Ukraine
- Lviv IT Cluster, Ukraine
- Odesa IT Family, Ukraine



- Kharkiv IT Cluster, Ukraine
- Ivano-Frankivsk IT Cluster, Ukraine
- American Chamber of Commerce, Serbia
- American Chamber of Commerce, Armenia
- American Chamber of Commerce, Ukraine
- UATE (Union of Advanced Technology Enterprises, Armenia)
- Mantashyants Entrepreneurs Union, Armenia
- British Business Chamber, Armenia
- SODA (Software Development Association), Poland
- ANIS (Employers' Association of the Software and Services Industry), Romania
- Transilvania IT Cluster, Romania
- RBL (Romanian Business Leaders), Romania
- TechIsland membership, Cyprus
- Bulgarian Association for People Management
- Bulgarian Association of Software Companies
- Information and Communication Technologies Association (ICTA), Georgia
- American Chamber of Commerce, Kazakhstan
- IT HUB Terricon Valley, Kazakhstan

### Supply Chain

DataArt is committed to high ethical, professional, and legal business standards. As in the past, the company works only with reliable vendors who undergo due diligence to ensure the same principles guide them.

DataArt is committed to selecting suppliers based on more than just economic reasons. Specifically, we consider a supplier's commitment to environmental protection, human rights, labour and social standards, and anti-discrimination and anti-corruption policies.

In 2024, the Code of Sustainable Suppliers was extended to subcontractors, and its terms were included in contract templates. We employ a Vendor Management Policy and a robust implementation process. As a producer of intellectual property, DataArt does not operate physical production facilities or engage vendors to supply physical components or raw materials.

Key vendor categories utilized by DataArt include:

- Internet service providers
- Hardware equipment suppliers (equipment is compliant with industry energy-saving standards)
- Software vendors
- SaaS vendors
- Office rental, office supplies, and other office services. DataArt offices follow the "buy local" principle, where applicable.
- Insurance companies (including medical insurance for our staff)
- Consultants

The most recent Vendor Management Policy (version #1.6 approved on 11/11/2024 by DataArt's CCO).

In 2024, DataArt launched a comprehensive office space optimization programme. This programme aligns office rental costs with the demand for workspaces, reducing inefficient resource

consumption such as electricity and water.

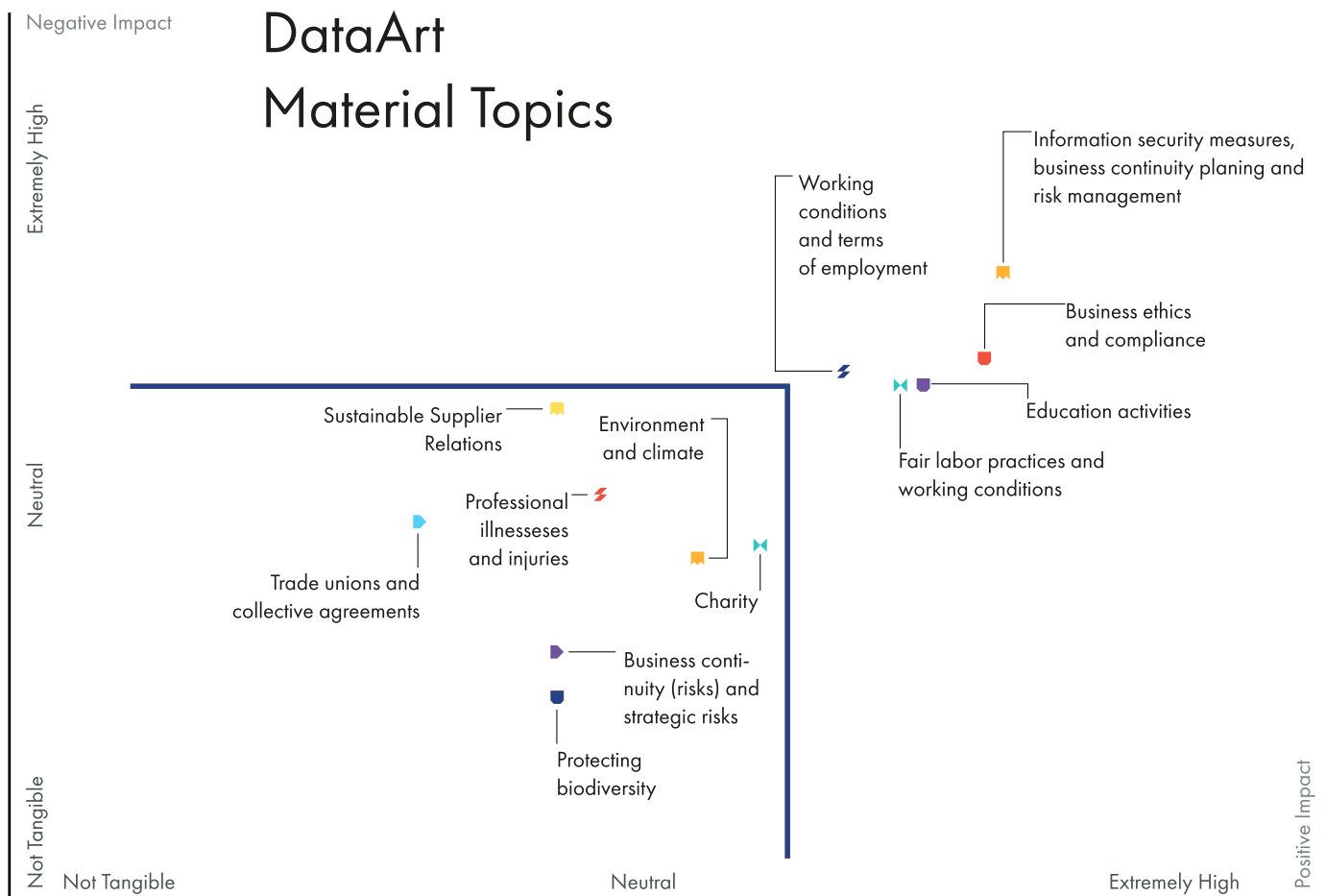
Beginning in 2024, DataArt has initiated a systematic inventory of existing and potential suppliers. A CRM system is employed for this purpose. Based on systematically gathered data, the company anticipates improving the selection process and suppliers.

## How We Define What Is Important in Sustainability <sup>(GRI 3-1, 3-2, 3-3)</sup>

Choosing material topics helps us report the most crucial sustainability issues to our business and stakeholders. Material topics impact our business significantly in terms of growth, cost, or risk. They are also important to our stakeholders, including our team, clients, partners, investors, and the wider community (including potential job applicants, media, and the general public, universities and other educational institutions, local IT communities, NGOs, governments, vendors, and suppliers).

In defining the content of our Sustainability Report, DataArt applies four Reporting Principles: Stakeholder Inclusiveness, Sustainability Context, Materiality, and Completeness. We use our materiality assessment to identify high-priority sustainability issues across our operations.

- Our choice of material topics in this report is based on:
- Quantitative research within the DataArt team
- In-depth interviews with representatives from external communities (including universities and other educational institutions, local IT communities, NGOs, and governments)
- Multiple in-depth discussions with our clients, partners, investors, and stakeholders
- Media monitoring of our reputation
- Contract obligations and client surveys



We also diligently monitor the global HR and employer branding trends to ensure our practices remain relevant.

Our assessments will be updated regularly to accurately reflect changes in our business activities and the evolving external environment.

A high-level management team representing most of the DataArt regions of presence assessed the significance of the impacts of the identified topics. After the impacts were evaluated, the material topics with impacts that scored beyond neutral were marked as material.

Ranked by importance	Material Topics (with significant impact)	GRI	Impact Rank (positive + negative)
1.	Information security measures, business continuity planning, and risk management	418	9,65
2.	Business ethics and compliance	205, 206	9,00
3.	Education activities	404	8,58
4.	Fair labor practices and working conditions	401, 402	8,50
5.	Diversity, equity, and inclusion	403, 406	8,35
	Non-Material Topics (with non-tangible impact)		
6.	Sustainable supplier relations	308, 407, 408, 409, 410, 411, 412, 414	6,92
7.	Charity	413, 415	6,83
8.	Professional illnesses and injuries	403	6,55
9.	Environment and climate	301, 302, 305	6,50
10.	Trade unions and collective agreements	407	5,61
11.	Effective waste and water management	303, 306	5,33
12.	Protecting biodiversity	304	5,00

## We Engage with Our Stakeholders <sup>(GRI 2-29)</sup>

In the process of identifying key material topics, DataArt has also reassessed its stakeholder ranking based on the impact criteria of DataArt operations on various stakeholder categories.

DataArt actively interacts with all the above-mentioned stakeholders. We communicate through conference calls, meetings, seminars, thematic conferences, official correspondence, telephone conversations, joint actions, as well as surveys and perception research.

Stakeholder	Key topics and concerns	Approach to stakeholder engagement
Internal Stakeholders (DataArt staff members)	<ul style="list-style-type: none"> <li>— Highly qualified team (we select highly professional people, enabling peer-to-peer learning)</li> <li>— Comfortable office</li> <li>— Market compensation</li> <li>— Variety of projects (our colleagues can choose a project that aligns with their interests and professional development plan)</li> <li>— Bench (paid idle time when the staff member is not working on a commercial project, offering job security)</li> <li>— Success and reputation of the company</li> <li>— Human rights (we do not discriminate, zero tolerance for harassment and bullying, anti-slavery, no zero-hours contracts)</li> <li>— Safe and nurturing psychological environment</li> <li>— Eco-friendly office initiatives</li> <li>— Corporate volunteering</li> <li>— Supportive corporate culture</li> <li>— Flexible hours and work-from-home options</li> <li>— Social impact</li> </ul>	Surveys, dedicated online meetings, corporate tools such as email, messengers, Gazeta (internal magazine), etc., and social networks.
Partners	<ul style="list-style-type: none"> <li>— Supply chain</li> <li>— Revenue and profit margin</li> <li>— Client satisfaction</li> <li>— Success and reputation of the company</li> <li>— Human rights (we do not discriminate, zero tolerance for harassment and bullying, anti-slavery, no zero-hours contracts)</li> <li>— Anti-corruption policies</li> <li>— Operational efficiency</li> <li>— Security and compliance</li> <li>— Diversity, non-discrimination, and equal opportunities Legal and taxation</li> <li>— Social impact</li> <li>— Governmental policies</li> <li>— Business continuity</li> </ul>	Government body meetings, official correspondence.
Customers	<ul style="list-style-type: none"> <li>— Quality of services</li> <li>— Client satisfaction</li> <li>— Success and reputation of the company</li> <li>— Human rights (we do not discriminate, zero tolerance to harassment and bullying, anti-slavery, no zero-hours contracts)</li> <li>— Anti-corruption policies</li> <li>— Security and compliance</li> </ul>	Systematic Customer Survey effort (NPS score), dedicated online meetings, emails, DA sites, social networks.

Vendors / Suppliers	<ul style="list-style-type: none"> <li>— Supply chain</li> <li>— Success and reputation of the company</li> <li>— Anti-corruption policies</li> <li>— Security and compliance</li> </ul>	Dedicated online meetings, emails, DataArt sites, social networks.
Governments	<ul style="list-style-type: none"> <li>— Working conditions and terms of employment</li> <li>— Human rights (we do not discriminate, zero tolerance to harassment and bullying, anti-slavery, no zero-hours contracts)</li> <li>— Anti-corruption policies</li> <li>— Legal and taxation</li> </ul>	DataArt sites, social networks.
Investors	<ul style="list-style-type: none"> <li>— Ecological impact</li> <li>— Climate change</li> <li>— Supply chain</li> <li>— Revenue and profit margin</li> <li>— Success and reputation of the company</li> <li>— Human rights (we do not discriminate, zero tolerance to harassment and bullying, anti-slavery, no zero-hours contracts)</li> <li>— Eco initiatives, green office</li> <li>— Anti-corruption policies</li> <li>— Operational efficiency</li> <li>— Security and compliance</li> <li>— Diversity, non-discrimination, and equal opportunities (we hire primarily in Eastern Europe, we do not really have racial diversity)</li> <li>— Social impact</li> <li>— Governmental policies</li> <li>— Business continuity</li> </ul>	Emails, reports.
Universities	<ul style="list-style-type: none"> <li>— Success and reputation of the company</li> <li>— Support of local NGOs and IT communities</li> <li>— Human rights (we do not discriminate, zero tolerance for harassment and bullying, anti-slavery, no zero-hours contracts)</li> </ul>	Dedicated programs, events, materials on events, sites, social networks.
Local NGOs (IT clusters, associations, etc.)	<ul style="list-style-type: none"> <li>— Success and reputation of the company</li> <li>— Support of local NGOs and IT communities</li> <li>— Human rights (we do not discriminate, zero tolerance to harassment and bullying, anti-slavery, no zero-hours contracts)</li> <li>— Eco initiatives, green office</li> <li>— Corporate volunteering</li> <li>— Social impact</li> </ul>	Email, attending local meetings.
Local IT Communities	<ul style="list-style-type: none"> <li>— Success and reputation of the company</li> <li>— Support of local NGOs and IT communities</li> <li>— Human rights (we do not discriminate, zero tolerance to harassment and bullying, anti-slavery, no zero-hours contracts)</li> </ul>	DataArt sites, social networks.

Job Applicants	<ul style="list-style-type: none"> <li>— Working conditions and terms of employment</li> <li>— Comfortable office</li> <li>— Market compensation</li> <li>— Bench (paid idle time when the staff member is not working on a commercial project, offering job security)</li> <li>— Success and reputation of the company</li> <li>— Human rights (we do not discriminate, zero tolerance for harassment and bullying, anti-slavery, no zero-hours contracts)</li> <li>— Corporate culture</li> <li>— Flexible hours, work-from-home options</li> <li>— Social impact</li> </ul>	Events, materials at events, on sites, and social networks.
Media and General Public	<ul style="list-style-type: none"> <li>— Ecological impact</li> <li>— Climate change</li> <li>— Success and reputation of the company</li> <li>— Charity</li> <li>— Human rights (we do not discriminate, zero tolerance to harassment and bullying, anti-slavery, no zero-hours contracts)</li> <li>— Eco initiatives, green office</li> <li>— Corporate volunteering</li> <li>— Social impact</li> </ul>	Press conferences and press events.

# Sustainability Policies and Commitments





## Sustainability Manifesto and Social and Environmental Policy <sup>(GRI 2-23)</sup>

We believe our commitment to sustainable business practices will guide us in making the right decisions across our operations and focusing on areas where we can make a difference. Following the launch of our Environmental and Social Performance Program, sustainable development at DataArt will generate long-term value for us, our stakeholders, the communities and societies we operate in, and the planet as a whole.

## Compliance with International Sustainability Standards

In July 2020, DataArt adopted the Sustainability Manifesto and Social and Environmental Policy. DataArt is committed to compliance with legislation in all locations where it operates, in accordance with its Compliance Policy. DataArt also accepts the following groups of standards as guidance for sustainability management:

- IFC Performance Standards on Environmental and Social Sustainability
- The UN Sustainable Development Goals (SDGs) of the 2030 Agenda
- UN Conventions on the environment and labor
- International Labor Organization (ILO) documents

### Commitment to the United Nations Sustainable Development Goals (SDGs)

The Environmental and Social Performance Program signifies DataArt's commitment to the United Nations Sustainable Development Goals (SDGs) and indicates the following SDGs that align most closely with DataArt's core values:

#### 1. People-Centric Approach at DataArt:



DataArt evolves with its people as a living organism, and its evolution is based on the same laws. DataArt's sustainable development and well-being are supported by strong partnership principles in how we operate and make decisions. All our colleagues have equal opportunities to learn, gain experience, and grow. We strive to be an employer and partner of choice.

DataArt uses a systemic approach to how the company's work, human resource management, and staff well-being are organized. The approach covers the following areas:

**Value-Based Communications and Management:** DataArt maintains high standards for ethics and personal and professional behavior based on the company's values and ensures a comfortable and productive work relationship between DataArt staff.

**Equal Opportunities:** DataArt is committed to promoting equal employment opportunities. All job applicants will receive equal treatment regardless of age, disability, gender reassignment,

marital or civil partnership status, pregnancy or maternity, race, color, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation.

**No Discrimination, Harassment, or Bullying:** The company is committed to creating a workplace free of harassment and discrimination, where co-workers, job applicants, and other stakeholders are respected, and which provides an appropriate environment to encourage good performance and conduct in all locations where we operate, at all times.

**No Child or Forced Labor:** DataArt is committed to compliance with local and international anti-slavery, human trafficking, and child labor laws, following all international guidelines and national labor legislative requirements.

**Comfortable and Safe Working Place:** DataArt has established and maintains high standards for the office environment in terms of comfort and safety. The Corporate Business Continuity and Disaster Recovery program has staff well-being and safety as its key components. We provide comprehensive wellness and mental health programs and have mental help programs.

**Professional Development / Talent Management:** DataArt consistently invests in the professional development of personnel and has a state-of-the-art education approach coordinated by a cross-functional group at the corporate level. It includes, but is not limited to, an internal EDU platform, language courses, professional development programs, and certifications.

## 2. Society and Communities:



IT is an amazing industry. We love it and thrive in it. Industry professionals can experiment and get new experiences and knowledge while ready for change. We would like more people to enjoy the benefits the industry brings to enrich their lives. Therefore, we consistently contribute to the education and empowerment of the communities where we operate and care about the well-being of all our stakeholders.

DataArt actively manages relationships with internal and external communities, extending capacities and creating new opportunities. The company develops and implements educational initiatives and measures for improvement in the health and well-being of communities and society.

**Knowledge Transfer:** DataArt is a community of highly educated specialists in science, technology, engineering, and math, uniquely positioned to share their knowledge and experience with other people around the world and promote free mechanisms for self-education.

**Public Health and Well-being:** DataArt recognizes the importance of public health and well-being and provides input through health and safety initiatives and anti-epidemic measures, conducting respective public awareness seminars and supporting local sports events.

**Empower People:** With over 20+ years in the market, DataArt has always aimed to empower people who work or want to work in the IT industry with long— and short-term programs and events. We help these groups gain a better knowledge of the industry and its history, how it helps communities and people around the world, and what people can do to move the industry forward to a bright future.

**Transparency:** DataArt has a wide range of processes and tools to collect, analyze, and take action based on the feedback of DataArt staff members and external stakeholders. These processes include grievance mechanisms, internal communication with company management, surveys, forums, and whistleblowing mechanisms.

### 3. Environment:



As free and responsible individuals, we see that human activity is changing the world. DataArt knows that man-made climate change is real and poses a significant threat to the planet and its inhabitants. DataArt takes responsibility for climate, waste, energy, water, and other natural resources. We implement technically and financially feasible and cost-effective measures to improve the efficiency of our consumption of energy, water, and other natural resources.

**Carbon Footprint:** DataArt cares about the carbon footprints we leave, and we take improvement actions to ensure sustainable office operations.

**Recycling:** DataArt is committed to adopting waste separation practices, increasing the share of equipment that can be recycled, and remaining compliant with requirements on recycling wastes, such as batteries and electrical and electronic equipment.

**Green Energy:** DataArt is committed to extending facilities for green city personal transport and enforcing local travel policy (trains over planes). DataArt is also committed to calculating and improving all business trips' effects on climate change.

**Buy Local:** DataArt is committed to using transportation, adopting the “buy local” principle for certain goods and materials to reduce the climate impact its supply chain produces through the transportation of goods and materials.

# Key Sustainability Efforts and Achievements in 2024



## Key Sustainability Initiatives and Accomplishments in 2024 <sup>(GRI 2-24)</sup>

In 2024, DataArt continued to build on its success by prioritizing innovation, client and team satisfaction, and strategic partnerships. Demonstrating a consistent track record of revenue growth, DataArt showcased its business strength across its network of clients, partners, and people. With over 400 clients and a workforce exceeding 5,000 colleagues, DataArt remains a trusted Partner for Progress, ensuring satisfaction and reliability.

### 2024 Quick Highlights

- Recognized 13 times as an Inc. 5000 Fastest Growing Private Company (top 0.1% of companies)
- New hires — welcomed 500+ new colleagues globally
- New clients — signed 100+ new clients
- Celebrated 7+ years of anniversaries with our top 20 clients
- x2 industry average in eNPS scores: 76 for clients and 49 for talent
- Building a Foundation for Responsible and Trustworthy AI: Ensuring data is cleansed and managed responsibly is essential for successfully deploying AI technologies. In 2024, we were committed to assisting our clients in establishing a solid foundation for responsible and trustworthy AI, guiding them through the necessary steps to prepare their data for future AI applications.
- Submission for SBTi validation for Near-Term Targets
- ISO 13485 certification for our Wroclaw division

### Acting as Partner for Progress in Sustainable Data & AI Strategy

In 2024, we invested heavily in bolstering our data strategy and AI strategy offerings for clients, positioning DataArt to better serve their needs in a disrupted future. Both offerings are geared toward aligning company technology investments with business goals, as well as ensuring the highest levels of compliance, privacy, and security — areas fraught with risk when implementing new intelligent technologies.

#### Case in Point — Data Governance & Carbon Tracking:

- We partnered with a global brokerage firm to streamline data governance in just three months, reducing manual data handling errors and ensuring compliance with industry regulations. This comprehensive data framework improved data quality, consistency, and accessibility, empowering stakeholders across the organization to make more informed decisions.
- We introduced an open-source carbon tracking tool for a UK-based trading client, enabling near-real-time measurement of cloud usage emissions. The client can now optimize cloud workloads to reduce their carbon footprint without compromising performance.
- In our Energy Consumption System engagement with one of North America's largest retailers, we designed a real-time metering and anomaly-detection platform that consolidated disparate energy and utility data, enabling actionable insights that drove a 15% reduction in energy waste and associated carbon emissions within the first year of deployment. By integrating machine-learning-driven recommendations into operational dashboards, clients can prioritize high-impact interventions and measure progress against corporate sustainability targets in near-real time.

- We partnered with a technology firm specializing in climate-action software to build a free, cloud-based embodied carbon data platform that integrates with BIM systems and supports green building certification programs. By standardizing and centralizing third-party verified Environmental Product Declaration data, the solution enables builders and designers to benchmark, compare, and select lower-carbon materials, driving data-driven decisions for more sustainable construction.

Underpinning these efforts is our Data Value Acceleration Framework, which ensures that sustainable data strategies align with business goals from ideation through to production-scale AI deployments, balancing speed-to-value with rigorous governance and environmental stewardship.

Through the combination of proven frameworks and targeted data governance measures, we deliver tangible outcomes—reducing operational risks, lowering resource consumption, and enabling climate-minded digital solutions.

### Building a Trusted Data Foundation for Responsible AI

Unchecked ethical risks, such as biased algorithms based on biased data sets, can cause legal issues and erode trust in AI tools. We establish rigorous ethical guidelines and data governance frameworks, ensuring that clients' AI deployments are responsible, compliant, and built on transparent, bias-free processes.

#### Case in Point — Responsible & Transparent AI Initiatives:

- In the Girls Who Code modernization project, our team reorganized data management to comply with strict COPPA standards. By segmenting and securing sensitive data, we provided the ethical scaffolding upon which advanced AI features could be built in future phases without risking privacy or trust. The full press release can be found [at this link](#).
- Our work with a UK retailer highlights how establishing a strong data governance framework curbs inconsistent business terminology, reduces data silos, and delivers meaningful oversight for AI tools—protecting both the client and their customers.
- Our work with a prominent UK retailer's logistics and supply chain division highlights how designing and deploying a comprehensive data governance framework can address missing governance capabilities, unclear data ownership, and regulatory compliance demands. By implementing and operating a phased solution, we secured their data estate, improved data quality and discovery, reduced risk and operational costs, and laid the foundation for responsible AI by providing trustworthy, well-managed data for advanced analytics and machine learning.

### Making Design Accessible

We are proud to have collaborated with Clarity Business Travel in 2024 to make ClarityGo accessible and inclusive for all travellers. By achieving WCAG 2.2 Level AA accreditation, ClarityGo sets a new standard in accessibility for online booking platforms.

Our team worked closely with Clarity's in-house teams, designing accessible interfaces and ensuring seamless navigation for all users. With accessibility at the core of its development, ClarityGo has seen online adoption rates soar to 95%.

Explore how DataArt and Clarity have redefined [inclusive travel technology](#).

## We Care about Privacy (GRI 418, 418-1)

DataArt and our clients have built a reliable and trustworthy cooperation. During service provision, our clients sometimes provide access to personal data to DataArt's dedicated project teams.

These databases vary in size and sensitivity: some may contain the names of a few individuals, while others hold the financial details of hundreds or thousands of users.

We consider data privacy one of our core responsibilities, ensuring our clients can trust us.

DataArt has implemented a Personal Data Protection Policy — the latest version as of July 25, 2024 — approved by DataArt's Chief Compliance Analyst Officer. This policy embodies the fundamental principles of personal data management, such as lawfulness, fairness, transparency, purpose limitation, data minimization, accuracy, storage limitation, accountability, integrity, and confidentiality. DataArt ensures compliance with both local and international laws and regulations. The policy is reinforced by an annual awareness training program that is mandatory for all staff members.

DataArt ensures all relationships involving personal data processing are subject to a documented contract that includes the specific information and terms required by the applicable regulations.

At DataArt, appropriate personal data processing responsibilities are distributed among respective groups (e.g., Delivery Teams, Compliance Department, Information Security Department, etc.).

Grievance mechanisms for reporting and managing privacy incidents are integral to our contracts and internal procedures. No reported personal data breaches have occurred during the covered period.

In 2024, a data protection impact assessment was made for internal systems. Also, starting in December 2023, a Data Protection Officer (DPO) for the Germany office has been appointed to oversee and ensure compliance with data protection regulations.

DataArt continues to maintain a high level of protection from emergent threats and destructive cyberattacks, keeping risks at acceptable levels. It prolonged SOC2 Type II certification and maintained our BitSight and Security ScoreCard ratings high, allowing us to ensure our clients that we're still a secure and trustworthy partner.

## Support Ukraine Program

Since the beginning of the full-scale war, DataArt has been helping Ukrainian colleagues and their families, supporting volunteer initiatives of the company's specialists and charitable foundations. In September 2022, DataArt launched the "Support Ukraine" initiative to coordinate efforts in helping Ukrainians and allocated a part of the company's monthly profits to this support.

During 2024, more than 67 million Ukrainian hryvnias (UAH) have been provided to support Ukrainians:

- Over 370 fundraisers completed in a year
- Over 48 million UAH from DataArt and partners
- Over 19 million UAH raised by colleagues

The funds were channeled into vital areas like humanitarian aid, medicine, and non-military equipment. A special focus was placed on healthcare, enabling the delivery of equipped ambulance cars, essential medical tools, and support for hospitals.



The initiative was nominated for the “Most Powerful Corporate Initiative” at the DOU Award 2024.

NV, Ukraine's premier daily news resource, lists DataArt as one of the largest donors in the “Telecommunications and IT” category. Since the start of the full-scale invasion, DataArt has contributed UAH 452 million to support Ukraine and address humanitarian needs.

Our Ukrainian colleagues have decided to transfer the money intended for the celebration of DataArt's 27th birthday to benefit the Support Ukraine Program.

### DataArt Awards 2024

#### Client Markets

- 2024 Global Outsourcing 100 ([Link](#))
- Inc 5000 ([Link](#))
- Technology Innovator Awards ([Link](#))
- Most Loved CEOs ([Link](#))

#### Analyst Recognitions

- Named a ‘Major Contender’ in Everest Group PEAK Matrix for Application Transformation Services 2024 ([Link](#))
- Named a ‘Major Contender’ in Everest Group PEAK Matrix for Analytics and AI Services 2024 ([Link](#))
- Named ‘Major Contender’ Position in 2024 Everest Group PEAK Matrix for Application Transformation Services — Europe ([Link](#))
- Recognized as a Major Contender and a Star Performer in Everest Group’s Software Product Engineering Services PEAK Matrix® Assessment 2024 ([Link](#))
- Named Leader in Everest Group AWS Services Specialists PEAK Matrix® Assessment 2024 ([Link](#))
- Recognized in the Gartner® Hype Cycle™ for Life Science Clinical Development, 2024 ([Link](#))
- Recognized as a Disruptor in HFS Horizons Report 2024 ([Link](#))
- Named in the Honorable Mention section for two consecutive years in the 2024 Gartner® Magic Quadrant™ for Custom Software Development Services ([Link](#))
- Recognized 7x in Everest Group’s Key Verticals, Value Chain Elements, and Nearshore Delivery Software Product Engineering Services PEAK Matrix® Assessment 2024 ([Link](#))

#### Labour Markets

- First DOU Award 2023 ([Link](#)).

The community and experts have determined the winners of the first DOU award: The most powerful initiative by an IT company that brings victory closer. DataArt made it into the top ten.

- Employer Rankings 2024, Forbes Ukraine ([Link](#)).

The fourth annual survey of the best employers in Ukraine, conducted during wartime, has become the largest in the project's history. Forbes Ukraine and robota.ua received nearly 42,000 questionnaires from colleagues of over 200 companies. The 50 best employers of 2024:



Forbes and robota.ua have announced the winners of the ranking. The list is presented in alphabetical order.

- Top 50 IT companies in Ukraine, summer 2024, DOU ([Link](#)).  
DataArt made it into the top ten.
- Top 50 best employers in Ukraine according to NV and Odgers Berndtson ([Link](#)).  
The rating gives colleagues, shareholders, and investors an idea of which companies in Ukraine are making every effort to support their colleagues during the war. Instead of ranking by points, a general list of industry leaders is provided.
- “Best employer 2024” according to the youth of Ukraine, UGEN (HR-brand agency) ([Link](#)).  
DataArt is in 6th place in the ranking.
- The Page's special project, “Best Employers of Ukraine 2024” ([Link](#)).  
All Ukrainian companies could take part in the project. Each company presented a case about how it takes care of its colleagues. DataArt explained how the organization's psychological support initiative for colleagues, called “DataArt Helpline,” operates. DataArt became a finalist for the project and entered the top ten companies. This engagement increased our visibility and confirmed our efforts to create a comfortable work environment for colleagues.
- Annual ranking of IT employers in Ukraine on DOU ([Link](#)).  
In 2024, 1138 companies rated 16 thousand IT specialists. According to their voting results, DOU compiled a rating of the best employers in Ukraine. The evaluation covered: compensation, working conditions, projects, career opportunities, and loyalty. Only specialists who work there could evaluate the company. DataArt was not included in the top five winners of the rating, but took 5th place in the category “Service companies.”
- Kharkiv IT Cluster.  
Silver Award for unwavering dedication and support in collaborative projects and initiatives.
- BEST Award ([Link](#)). This prestigious award recognizes our effective talent development ecosystem and reflects our commitment to the Partners for Progress mindset for the benefit of our colleagues and clients.
- LearningElite and Learning in Practice Awards ([Link](#)). In 2024, DataArt achieved two prestigious gold rankings in the LearningElite and Learning in Practice nominations by the Chief Learning Officer. Additionally, we were honored with two Editor's Choice awards in the Learning Execution and Best Small Company categories. All these recognitions reflect our commitment to maintaining excellence in corporate learning and development of our colleagues.
- Top 25 Inspiring Workplaces across Europe ([Link](#)).
- Brandon Hall HCM Excellence Awards ([Link](#)). Gold for Best Learning Leader, Silver for Best Corporate Learning University, Silver for Best Results of a Learning Program (recognizing our Tech Skills mentoring program), and Bronze for Best Competencies and Skill Development (recognizing our ProfDevMap). These awards demonstrate DataArt's strong commitment to creating valuable learning experiences and supporting growth and innovation.
- Most Loved Workplaces for Wellness ([Link](#)).
- EcoVadis Silver Medal for Sustainability Performance in the UK ([Link](#)).
- DE&I in Tech Leadership Awards ([Link](#)). Analytics India Mag recognized Sheetal Kale, Managing Director at DataArt, as one of the pioneering figures and champions of diversity, equity, and inclusion (DE&I) in India's tech landscape.

- Best Internship Program 2024, Romania ([Link](#)).
- Young Dragon Awards, Cyprus. Sergey Smirnov, Group Financial Controller at DataArt Group, became a finalist in the Financial Services category ([Link](#)).
- B2B Media Award, Bulgaria, Creative Thinking Category, second place for the Grievance initiative ([Link](#)).
- Annual HR Awards of BAPM, Bulgaria, the finalist in the category Best Project of a Small/Medium Enterprise for the Grievance initiative ([Link](#)).
- Best HR team, HR4People Award, Kazakhstan ([Link](#)).
- Top 10 IT KZ, Kazakhstan ([Link](#)).

# Challenges in Preserving and Attracting Professionals



## Our Commitment to Nurturing Talent <sup>(GRI 2-7)</sup>

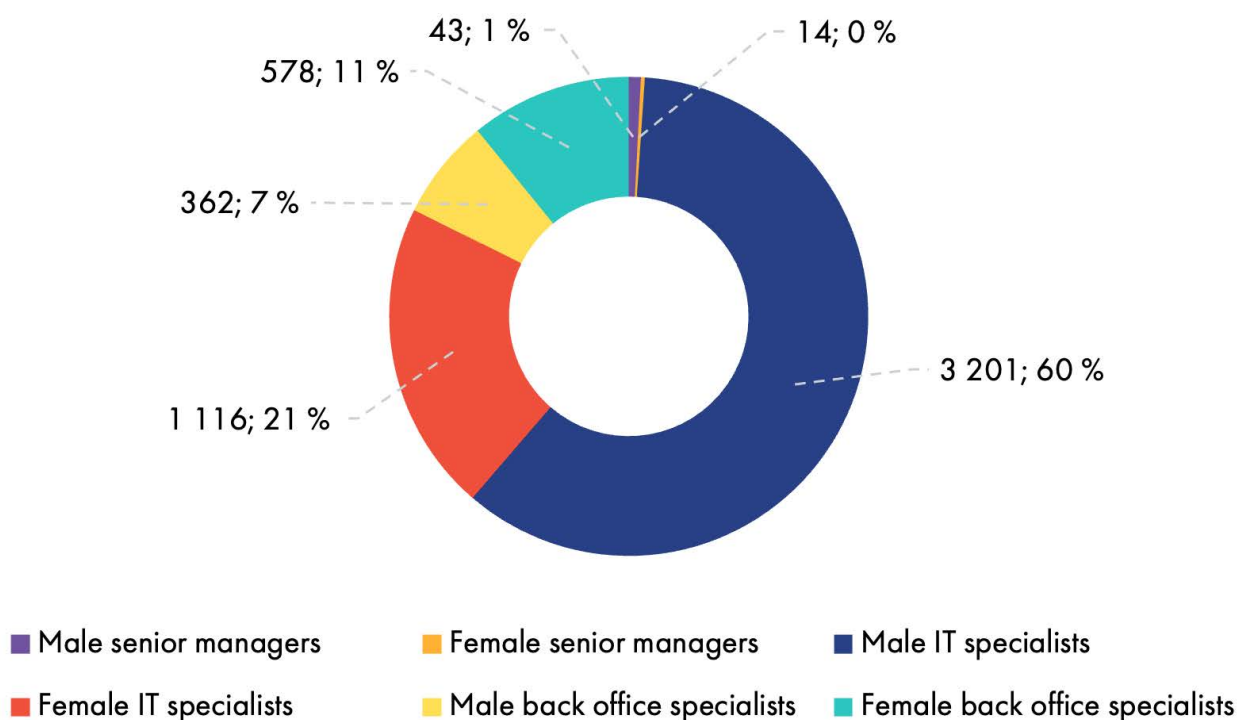
DataArt has actively managed a year of significant change by focusing on strategic talent management and headcount mobility. The year concluded with a team of 5,257 professionals, with a modest 4% decrease in headcount. The change reflects normal fluctuations as DataArt also welcomed 492 new talents.

The company's strategy includes embracing remote work, allowing for the efficient onboarding of new staff, many of whom have assumed permanent roles. This fosters organizational stability and workforce cohesion. With 23% of the workforce under 30 and 74% under 50, DataArt's HR strategies focus on creating conducive environments for motivation and career progression in a competitive sector.

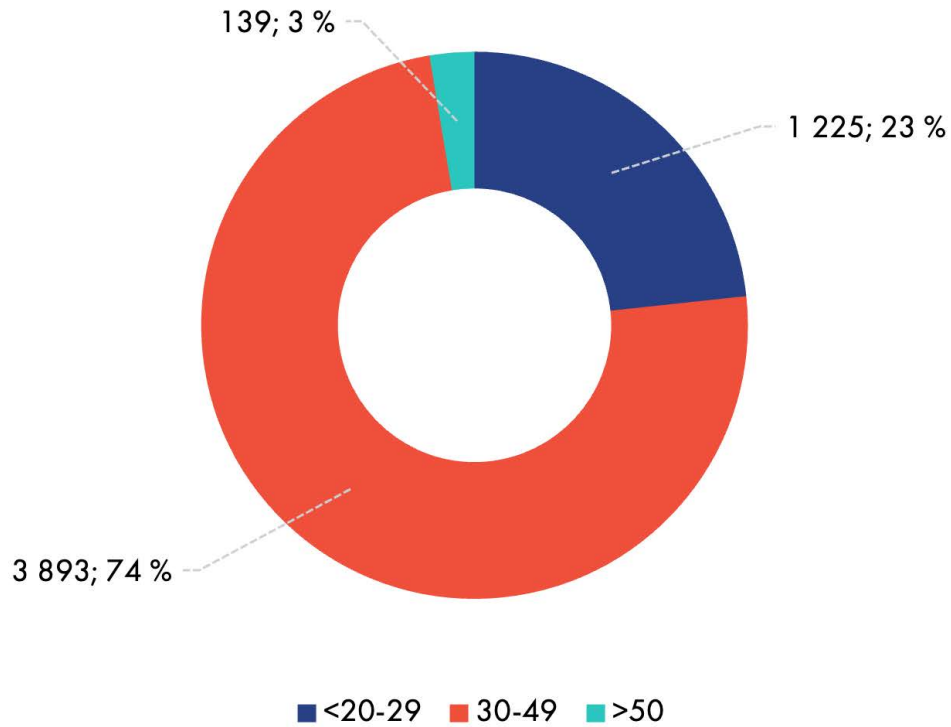
Over the past 25 years, DataArt has fine-tuned its human resources framework. A global team exceeding 120 recruitment experts, 800 technical professionals, and 50 resource managers work collectively on talent-related processes, with the capacity to evaluate over 2,000 candidates simultaneously to ensure optimal staffing matches. In-house development of recruitment tools and investments in AI R&D place DataArt at the forefront of recruitment technology, enhancing every candidate's prospects within the company's unique ecosystem.

Staffing at DataArt is characterized by extensive global reach, data-driven operations, and expedited selection procedures. These are all encompassed in the proprietary staffing and CRM platform designed to integrate recruitment expertise with effective selection and retention protocols.

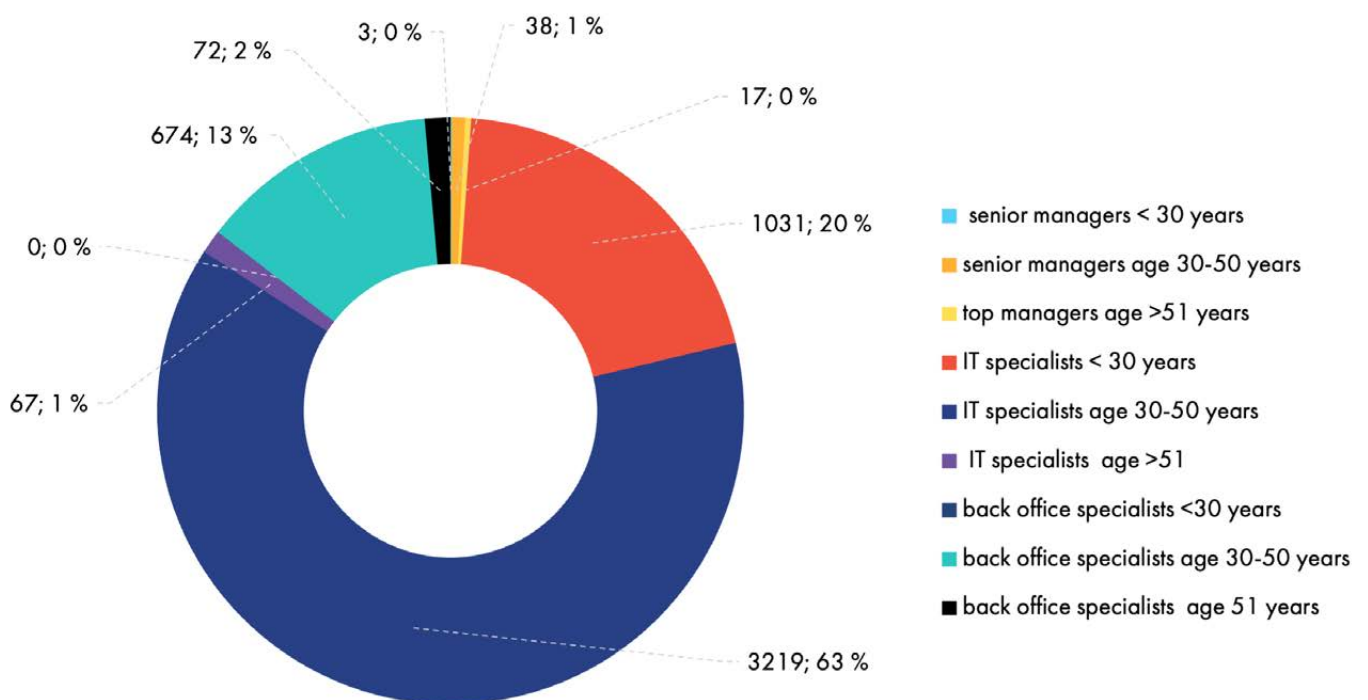
## DataArt Gender Structure by staff category as at 12/31/2024



## DataArt Age Split as at 12/31/2024



## Staff Structure by age and category 2024



DataArt's approach to resource management hinges on the strategic deployment of in-house talent to maximize project outcomes. This involves a dedicated Resource Management team that underscores the ideal placement of team members based on a blend of their technical competencies, interpersonal skills, language abilities, and relevant project experience. Leveraging internal resources to meet staffing requirements distinguishes DataArt in the marketplace. In the previous year, a notable 90% of project staffing was achieved utilizing bench resources, enabling swift and competent team assembly for client projects.

The company champions the professional development of its personnel, with internal expertise advancement being a cornerstone of its culture. The Resource Management team plays an integral role in facilitating internal mobility, which translates to sustained staff members' commitment and loyalty. This approach contributes to an average staff member's tenure of 4.7 years, reflecting the success of these internal policies in fostering a stable and dedicated workforce.

### Use of AI in HRM

In the rapidly evolving landscape of the fifth industrial revolution, DataArt embraces artificial intelligence (AI) to enhance productivity and streamline Human Resource Management (HRM) operations. As AI technology matures, it presents exciting opportunities to redefine roles, optimise processes, and foster innovation. This section outlines DataArt's overall approach to AI in HRM, highlights current use cases, and discusses plans.

#### Overall Approach

DataArt recognises AI as a transformative force that can significantly impact HRM functions. The company is committed to leveraging AI to improve efficiency, transparency, and communication within the organisation. By integrating AI tools into daily operations, DataArt aims to reduce routine tasks, enhance decision-making, and give colleagues more time for strategic initiatives. The focus is on using AI to support, not replace, human roles, ensuring that technology complements the workforce rather than competes with it.

#### Use Cases

- **Content and Text Analysis:** AI is extensively used in content creation and text analysis. Large Language Models (LLMs) assist in drafting documents, reports, and internal communications, ensuring clarity and consistency.
- **Onboarding and Corporate Communications:** AI automates onboarding processes, providing new colleagues with a seamless experience. It also enhances corporate communications by managing knowledge bases like Confluence, ensuring information is accessible and up-to-date.
- **Semantic and Numbers Analysis:** AI tools perform semantic analysis of team surveys and numerical data, offering insights into colleague satisfaction and organisational health. This analysis helps HRM identify areas for improvement and track progress over time.
- **Social Media and Internal Communications:** AI aids in crafting social media posts and internal announcements, ensuring messages are engaging and aligned with corporate tone. The HR

token form is designed to be AI-friendly, allowing for unbiased feedback analysis.

- Recruitment and Feedback: AI streamlines the recruitment process by generating personalised feedback for candidates, enhancing the candidate experience, and maintaining positive relationships.

Looking ahead, DataArt plans to expand AI integration across HRM functions:

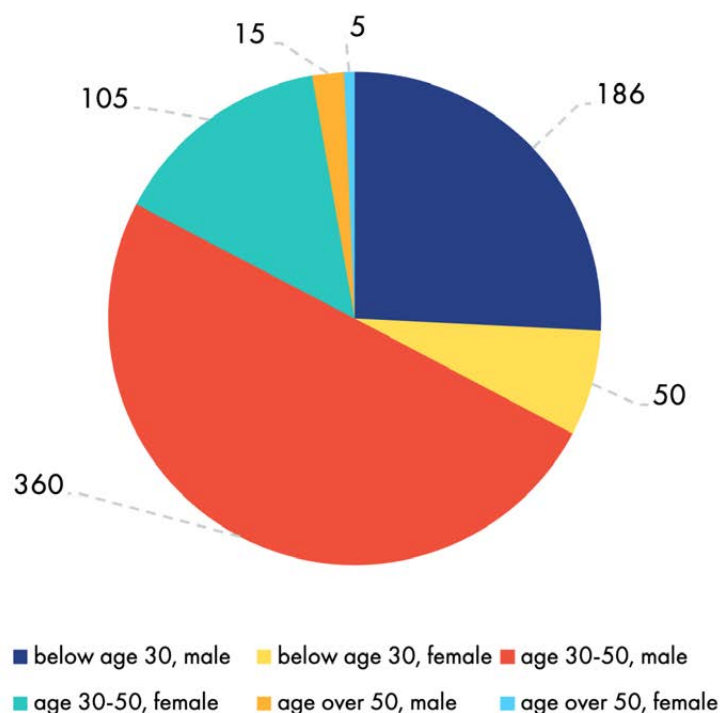
- Upskilling and Development: Encouraging colleagues to enhance their AI skills, preparing them for future roles that may require new competencies.
- Enhanced Recruitment: Utilizing AI to identify and attract top talent, ensuring a diverse and skilled workforce.
- Process Optimization: Continuously refining HR processes to increase efficiency and reduce costs, ultimately delivering more excellent client value.
- Cultural Shift: Fostering a culture of innovation and autonomy, where colleagues can leverage AI tools to enhance their productivity and creativity.

DataArt's adoption of AI in HRM is a strategic move to stay competitive in a rapidly changing business environment. By integrating AI into various HR functions, the company is enhancing productivity and preparing its workforce for the future. DataArt remains committed to exploring new opportunities as AI technology evolves and ensuring its HRM practices are at the forefront of innovation.

### Retention and People Management

Retention is a key indicator of a company's health and stability. Our data from the past four (challenging) years still demonstrates our clear advantage:

Dismissal by age and gender 2024



Homegrown DataArt talent appreciates the learning ecosystem we provide and the ability to grow. They identify as software engineering professionals who belong to a People First company, which is DataArt.

These figures underscore the effectiveness of our internal growth programs and the strong sense of loyalty, satisfaction, and skills among our homegrown specialists.

DataArt saw a significant improvement in retention and people management the following year, with attrition moderating to 13%.

Several key factors contributed to retaining top IT talent and managing personnel effectively:

- Challenging and stimulating projects that keep skilled IT professionals engaged.
- Diverse opportunities for career advancement and professional growth.
- A dynamic work environment that offers flexibility and comfort.
- An organizational culture that is inclusive, transparent, and nurturing.
- Significant investments in learning resources—including materials, tools, events, and user groups—to foster continuous learning and exploration of new technologies.
- A flat structure that encourages teamwork and collaboration across all levels of the company.

### Global Mobility

Global Mobility (GM) facilitates relocations between DataArt offices and between countries, providing colleagues with information and contacts and helping to ensure smooth and successful relocation.

Global Mobility space on Confluence has information on everything DataArt colleagues and contractors want, need, or might have to know about the process of relocation to DataArt locations in 21 countries (so far) and communities of DataArt colleagues in the countries with no DataArt presence. It is continuously updated and extensively used.

Global Mobility has a very active helpdesk, and the team is constantly answering questions and connecting colleagues with the local relocation managers and other services within DataArt.

Being the Partners for Progress for our colleagues at any stage of their careers, we have developed a comprehensive Global Mobility function to support our people in their path to satisfaction with their careers and lives.

The Global Mobility function was created in 2021, and during the war and the movement of people due to it, this function became a full-scale group with its own processes. In 2024, with the number of emergency relocations declining, DA colleagues started settling down, be it temporarily or more permanently, in new countries and choosing places that would be best for them and their families.

The GM function has been developing in new directions in response to this new task of facilitating that process and supporting colleagues in their new locations and circumstances. Currently, its main day-to-day tasks are:

1. Helping our colleagues make decisions about where to live based on relevant and critical data and information.

On the GM Confluence space, there is now an extensive, up-to-date, and continuously expanding knowledge base on all DataArt locations, including information on:

- Cooperation options



- Local work calendar and social benefits
- Payments and taxation
- Immigration rules
- The office and its facilities
- Team contacts, etc.

In the countries with no official DA presence, the information is gathered and updated with invaluable help from colleagues already settled in the country, and it includes:

- Immigration issues
- Taxation data
- Day-to-day life advice and expertise
- DataArt community contacts

## 2. Providing consultations and communications as a part of our People Care promise

The GM team runs a busy helpdesk where colleagues come with any questions:

- Choosing a country to live in
- Moving between countries
- Immigration options
- Taxation (there are no country-specific taxation lawyers on the team, so these consultations are for reference purposes only)
- Relocations (moving between offices) and workations (going to another country short-term while still working).

Team members have helped solve various problems, from transferring cars to flying with cats and other personal requests. Global Mobility Digest is sent out regularly with news and updates, improving colleagues' awareness of company rules, legislative changes, and other relevant issues.

Global Mobility webinars are conducted in three languages for different target groups/offices to increase colleagues' understanding of relocation processes and all things Global Mobility. They also offer another opportunity to meet with the GM team and ask questions.

Of course, the main condition is compliance with local and international legislation. DataArt promises its clients that its personnel work legally in the countries of their residence and that international sanctions are followed.

### Diversity and Equal Opportunity from Intentions to Impact:

#### The 2024 DEIB Journey at DataArt [GRI 405-1, 401-3]

In 2023, we took significant steps to implement DEIB initiatives across DataArt. We firmly believe this commitment helps us better serve diverse customers, attract and retain top talent, and prevent bullying, harassment, and discrimination. In 2024, our commitment to DEIB remained strong, and we continue to drive meaningful change through data-driven strategies, as the key remains in identifying gaps in our internal processes.

One of our key milestones this year was the publication of the DEIB Policy, which applies to all DataArt colleagues and talent management processes. This policy formalizes our commitment to building a diverse workforce and promoting equal opportunities. Based on DataArt's core values—People First, Expertise, Flexibility, and Trust—the policy serves as a foundational framework for our DEIB initiatives.

It highlights our Commitments:

1. We welcome everyone to our team.
2. We treat everybody equally and inclusively.
3. We aim to provide a safe and collaborative cross-cultural environment.
4. We believe in the value of teamwork.

And our Principles:

1. **Respect for All:** No tolerance for discrimination, harassment, or bias based on race, ethnicity, gender, sexual orientation, age, disability, religion, or other characteristics.
2. **Inclusive Work Culture:** Encouraging open dialogue and diverse perspectives for informed decision-making.
3. **Equity Measures:**
  - Equally, addressing the needs of all colleagues' categories and job functions.
  - Conducting surveys/conversations to identify individual needs.
  - Regularly reviewing processes for an equitable workspace.
4. **Accessible Environment:** Ensuring physical and digital accessibility for individuals with disabilities, providing reasonable accommodations.
  - **Equal Opportunities:** Providing unbiased professional growth and development opportunities based on skills and merit.
  - **Training and Awareness:** Ongoing diversity and inclusion training for all colleagues to foster awareness and understanding of biases.
  - **Community Engagement:** Engaging and supporting diverse communities internally and externally.

### Strengthening DEIB Structures

We continued to collaborate with three volunteer DEIB-dedicated working groups focused on gender equality, disabilities, and generational diversity, as well as an internal communication group dedicated to generating internal and external awareness events and campaigns.

Additionally, we introduced DEIB Guidelines for Recruiters, ensuring that hiring processes align with inclusive best practices and support diverse talent pipelines.

### Awareness & Learning Initiatives

We made **DEIB essential training** mandatory for specific roles to ensure a baseline understanding across key functions. We have also developed **Unconscious Bias Training**, launched in a role-based mode, to address and mitigate unconscious bias in decision-making.

In addition, we developed a structured **Diversity & Cultural Competence Learning Path** within our internal platform to enhance cultural competence and inclusive practices.

We have introduced a DEIB events calendar featuring various awareness activities throughout the year, including learning resources, webinars, and internal campaigns. Additionally, we launched an internal social media channel to highlight key DEIB awareness days, share educational content, and promote internal initiatives.

Last but not least, we hosted the Sustainable Leadership Webinar Series. Designed for leaders, this series aimed to educate them on key sustainability topics, such as climate action, talent management, grievance and DEIB function, and the role of businesses in driving social and environmental impact.

### Supporting Women in Tech

Supporting women and their career advancement is a key commitment for us. To uphold this commitment, we have several ongoing initiatives and projects dedicated to providing meaningful support for women in the workplace. **She for Her** mentorship programs to support women's career growth. (Check the Leaders' and Managers' Empowerment section for more information.)

**DataArt She for Her Calling** external initiative to empower women, IT professionals engaged in a one-hour free consultation with female DataArt leaders.

**Women in IT Stories** are articles published on our internal channels featuring the experiences and achievements of our female colleagues.

Analytics India Mag recognized Sheetal Kale, Managing Director at DataArt, as a pioneering figure and champion of diversity, equity, and inclusion (DE&I) in India's tech landscape. She has also participated in the Women in Tech annual conference.

### Accessibility

We remain focused on ensuring accessibility and inclusivity for all our colleagues and services. The Digital Accessibility Community was founded in Q4 2024 to create a space to learn, share, and connect with others passionate about making a more inclusive product. In just 3 months, we reached more than 70 on our internal channels and social media. We had seven talks about Accessibility and what our community offers, which summed up to approximately 350 participants. We wrote over 10 posts and ended the year by starting work on a QA Mentoring Program.

We have also laid the base to work on the neurodivergence community, expecting the full development in 2025

### Enhancing internal procedures

By reviewing key processes, gathering insights, and implementing targeted initiatives, we aim to improve the experiences of our colleagues at every stage of their journey. These efforts focus on providing equal opportunities, increasing transparency, and ensuring our policies and practices reflect our values.

To support colleagues through key life stages, we reviewed our **Soft Landing, Parental Leave, and Onboarding** procedures to ensure a smooth transition back to work. Additionally, we launched a **Survey for Candidates and newcomers** to collect data and gain more profound insights into our talent pipeline and workforce diversity.

Our **Candidate Journey Review** is an ongoing effort to assess and refine our hiring processes, identifying areas for improvement. Alongside this, we are conducting a comprehensive **Accommodations & Accessibility Revision** to foster a more inclusive workplace.

To track our progress and measure impact, we introduced an **Internal Dashboard**, which monitors DEIB initiatives, participation rates, and key outcomes. As part of that dashboard, we created an internal metric to track our evolution year over year. The Internal inclusivity index baseline measures different areas through seven questions for colleagues.

### Continuous listening

In 2024, DataArt enhanced its corporate listening framework to create a more engaging colleague environment by refining data collection and feedback loops to ensure the organization hears all colleague voices.

DataArt minimized reliance on traditional surveys by leveraging passive data collection from internal systems and establishing interactive feedback loops through town halls and reviews for open dialogue.

DataArt introduced more interactive formats, including:

- DataArt-wide Townhalls: to focus on global priorities and colleague insights
- Functional/Accounts Townhalls and AMAs: to address specific priorities and professional development.
- Location Townhalls and Ask-Me-Anything sessions: to provide updates on local news and administrative matters

DataArt HRM team adheres to best practices in problem formulation by defining scope, identifying data needs, and setting sampling strategies to avoid data overload and respect ethical boundaries.

To combat survey fatigue, the DataArt HRM team aims to send only one company-wide survey per year and one smaller one per quarter for meaningful participation. A defined calendar for active surveying includes inclusivity, team engagement, and local surveys. Pulse surveys and focus groups explore areas beyond passive data collection.

DataArt uses external feedback collection platforms for anonymity to collect sensitive feedback and corporate feedback collection platforms for non-sensitive data and feedback.

DataArt enhances engagement through automated messages in a corporate messenger, showing survey participation rates, summarizing feedback with AI, and promoting surveys at global town halls with leadership endorsement. This ensures that the voices of our teams are valued, enhancing satisfaction and driving continuous improvement.

To further improve colleague experience at DataArt, the DataArt HRM team kicked off the Colleague Journey Mapping project, a visual roadmap that outlines the entire journey of a DataArt colleague, focusing on their experience with HR goals and objectives. DataArt's approach is rooted in the customer journey map framework from product management, which helps it gain deeper insights into our colleagues' experiences and capture their aspirations, challenges, joyous moments, thoughts, and feelings throughout their time with DataArt. By mapping this journey, DataArt continuously improves every HR-related touchpoint to enhance its overall experience.

Ultimately, DataArt strives to create a positive and fulfilling work environment at every HR-driven stage, aligning with colleagues' expectations and fostering long-term collaboration and loyalty.

### DataArt Helpline for Healthcare and Stress Reduction at Work (GRI 403-3, 403-7)

2024 has been another deeply challenging year, with stress levels continuing to rise across the world. The ongoing war in Ukraine, global uncertainty, and new sources of anxiety have left many feeling more exhausted than ever. Even those who once managed with self-help are now reaching

out for psychological support. Despite these hardships, our collective resilience and commitment to mental well-being have been remarkable. A heartfelt thanks to the Helpline team and everyone who has offered support, listened, and stood by their colleagues and friends in these trying times.

Over the past year, the Helpline received more than 280 requests through the Dataart Helpline mailing list and direct emails from our volunteers. The team dedicated over 3,600 hours to support conversations and one-on-one consultations. The primary reasons colleagues reached out in 2024 remained similar to last year: stress, burnout, job-related anxiety, fear, grief, and feelings of loss — whether of stability, possessions, or a sense of normalcy. Additionally, many sought help with challenges related to settling in new countries, children's psychological well-being, and the strain of supporting relatives and friends.

Our psychologists consistently counsel 10-15 people at any time, providing between one and ten consultations per individual. To expand our reach, we conducted 12 webinars, nine specifically for the Ukrainian audience, ensuring accessible and relevant mental health support. Additionally, we published four articles on vital mental health topics.

Recognizing the importance of mental well-being in leadership roles, we launched psychological counseling groups for HRs, People Managers, and Project Managers. This initiative empowers those who support others by ensuring they receive the guidance and help they need.

We are also incredibly proud that our Helpline initiative was recognized nationally. Along with 10 other companies, we became a finalist in the "Best Employers of Ukraine 2024," a testament to the growing acknowledgement of mental health support in the workplace.

As we move forward, we remain dedicated to providing psychological support to our colleagues, helping them navigate these uncertain times with strength and resilience. Thank you to everyone who contributed to this vital initiative—your compassion and support make a difference.

### Parental Leave <sup>(GRI 401-3)</sup>

DataArt encourages staff to have children by giving them parental leave and guarantees job security and appropriate payments throughout such leave. In 2024, 80 staff members (100% women) took parental leave, and 67 people (100% women) returned from parental leave. 2 of our staff members did not return to work after parental leave, making the return to work rate 96%.

### Collective Bargaining in DataArt <sup>(GRI 2-30)</sup>

Since DataArt personnel are distributed, there is no single labor union, and therefore, there are not enough grounds for collective bargaining agreements. However, a collective agreement in the Romanian office abides by the local legislation requiring one for companies with more than 25 staff members.

In other locations, individual contracts regulate salaries/contractor fees and working terms and conditions. However, DataArt fully respects freedom of association.

### Minimum Notice Periods Regarding Operational Changes <sup>(GRI 402-1)</sup>

DataArt is committed to providing reasonable notice of significant operational changes to staff to maintain staff satisfaction and motivation. DataArt also complies with the labor legislation of all

countries of presence regarding the minimum notice period for operational changes, making three months an average notice period before any significant operational change takes place.

### DataArt Alumni

The DataArt Alumni community on LinkedIn has around 600 members. It aims to connect former colleagues and create a lasting sense of belonging within the community.

Our recruitment team offers various services to alumni members, such as help with CV preparation, LinkedIn profile reviews, and support for job interviews. In 2024, we will also expand the above services for colleagues who have received notices.

Our former colleagues can also request access to the O'Reilly corporate library (10 accounts) and join other opportunities, including becoming technical interviewers, speakers, or article authors.

This group is also valuable for recruiters, HR, and PR efforts: it provides a network of skilled professionals who are already familiar with the company culture and values, making it easier to find qualified candidates for open positions or a brand ambassador promoting the company's values and achievements to their networks, which enhances the company's reputation and visibility in the industry.

# Professional Development and Career Planning





## How We Develop Our Staff

### Partners for Progress EVP

In the rapidly evolving tech landscape, global talent competition is intense. Companies are hiring worldwide, AI is reshaping skill requirements, and securing top talent is increasingly challenging. In 2024, we launched a new Employer Value Proposition (EVP) to offer an experience that aligns with the business needs and modern talent's expectations and preferences to attract and retain the best. At DataArt, our EVP is deeply rooted in internal and external research. It encapsulates our essence as an employer, highlighting what makes us unique and sets us apart from the competition. Despite challenges such as tightening competition, the rise of AI, and a turbulent political climate, our values and principles have consistently guided us through uncertain times, enabling us to embark on new chapters for our organization.

Recognizing the need for an updated and scalable EVP, we addressed the uncertainties that impose fear and disrupt personal agency. Our latest EVP aims to empower individuals by emphasizing three core messages:

- Partners for Progress: We support your career journey at every stage
- Continuous Learning: Future-proof your career with ongoing education
- Skill Development: Acquire future-ready skills, applicable across companies and industries





Our EVP also underscores the scale and diversity of our organization, highlighting the opportunities these factors provide. At DataArt, you can enrich your work experience by exploring different lifestyles, building a global network, learning from top professionals, and enjoying a more fulfilling work life.

We created a graphic that visually captures attention and engagement to represent our EVP. This image resembles a house with four rooms and an airship docking station, symbolizing opportunity. The four rooms represent core career motivations identified through extensive research, appealing to a wide range of job seekers. The airship docking station signifies an opportunity zone, encouraging individuals to seize transformative opportunities in their career journey.

Our EVP is shining in various candidate and colleague journey stages, including onboarding and offboarding programs, the career website, social media, and HRM processes across different locations. We are localizing this framework into multiple languages and extending it to Early Career candidates.

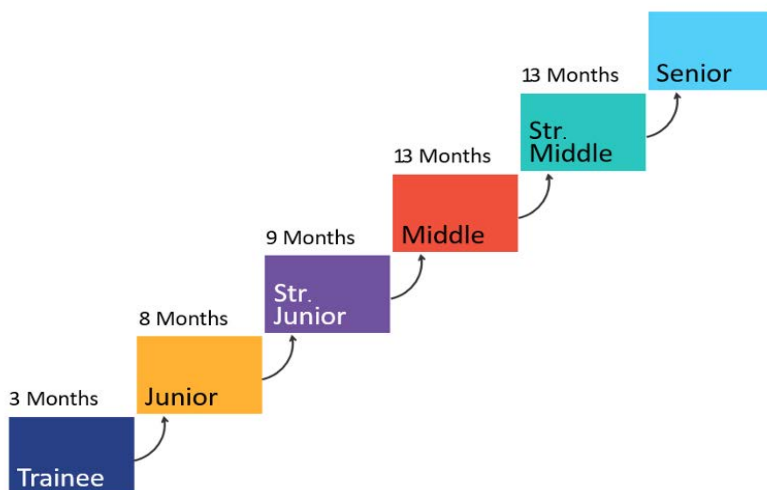
### DataArt Performance and Talent Reviews (GRI 404-1)

Our comprehensive approach to performance and talent reviews includes maintaining a detailed profile for each staff member, capturing their skills, qualifications, and grades (a quick form of feedback from projects that indicates if current colleagues' qualifications and performance meet project expectations). We operate an internal review system that consolidates all information concerning performance, recommendations, and feedback from project representatives. Our colleagues engage in regular events where we discuss feedback on their performance and receive recommendations for further professional development.

### Accelerated Professional Growth

At DataArt, we prioritize talent development and professional growth, fostering a culture of continuous improvement. Our structured career advancement program enables swift progress.

This is possible through our comprehensive training, mentorship, and ongoing learning opportunities, which ensure our team delivers exceptional results in a dynamic technology landscape.



## Learning and Talent Development<sup>(GRI 404-2)</sup>

Relying on business objectives, colleagues' feedback, the company's learning and talent development vision, as well as global trends, Learning and Talent Development at DataArt in 2024 had three primary goals:

1. Maintaining DataArt's engineering excellence and future readiness
2. Nurturing the "opportunity zone" mindset
3. Empowering leaders and managers to develop their teams and enhance DataArt's performance

The attainment of these goals was based on the 4Es framework—education, experience, exposure, and environment — which we continued to adhere to in 2024.

<b>Education</b> implies activities we often think of in the context of L&D. This usually includes formal and informal learning activities.  We attained these goals through: Internal self-paced courses, pieces of training, blended programs Learn Café program Knowledge-sharing activities like Guild: Internal Conference Mentoring programs Coaching program External certification support programs	<b>Experience</b> implies learning that happens while doing the actual work.  At DataArt, this occurs via: Stretch assignments Job rotations Special projects Work for world-class clients	<b>Exposure</b> is learning that happens through interactions and new connections with other professionals and thought leaders.  At DataArt, we offer this through: Supporting the creation of professional communities by colleagues Holding various networking/learning events Organizing conferences as well as encouraging colleagues to attend external ones Offering job shadowing opportunities	<b>Environment</b> implies the diverse infrastructure staff members use on the job to learn or get support.  At DataArt, we have: Edu learning suite ProfDevMap — the application outlining capability models for various roles and the ways to develop them Viva Engage corporate social network Confluence app Wiki app Gazeta — internal news portal PM — a unified platform that provides a layer atop existing internal apps and systems
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## Engineering Excellence and Future Readiness<sup>(GRI 404-1)</sup>

In 2024, we had 41.04 learning hours per colleague, above average for companies worldwide. According to the 2024 State of the Industry Report by the Association for Talent Development, the number of learning hours for companies of DataArt's size across the globe is 21.

We continued investing in developing our own in-house learning experiences in the internal Edu suite. With an overall rating of 4.8 out of 5, the 2024 catalog enumerates more than 390 learning items (i.e., self-paced courses, blended programs, mentoring programs, learning paths, etc.). The completion rate of these learning experiences is 66%.

In 2024, making colleagues AI-savvy became a key priority, leading to the implementation of AI/ML learning paths, various AI courses for production and non-production colleagues, and a promotional campaign aiming to increase the colleagues' interest in and application of GenAI tools in their daily workflow.

Another focus of 2024 was strengthening colleagues' cloud-related competencies. In collaboration with dedicated departments, we organized various company-wide activities, including a panel discussion, study groups for colleagues preparing for cloud certification exams, the launch of a cloud certification preparation course and a recommendation test, and other cloud-related promotional activities.

We kept providing our colleagues with the Learn Café program, which allows DataArt colleagues to choose one of three options: access to LinkedIn Learning, access to Udemy Business, or reimbursement of relevant external courses from other platforms. Also, regardless of the option colleagues choose, once a year, they can request reimbursement to cover the costs of either a conference or a certification exam.

In addition to the above-mentioned external learning platforms, we continued offering corporate access to the O'Reilly platform with video courses, live events with experts, sandboxes, cloud labs, and others. Ninety-six percent of colleagues using O'Reilly confirmed that they found the content there beneficial for their professional growth, and 60% of O'Reilly users stated that using the platform to solve problems at work helped save them time.

In 2024, our colleagues kept using the in-house coaching program. Our coaches are DataArt colleagues who are also certified practitioners with the International Coaching Federation, Exponential Coaching Academy, NLP School London, and others.

### The "Opportunity Zone" Mindset

In 2024, the company-wide initiative of nurturing the "opportunity zone" mindset originated to foster specific behaviors and attitudes among colleagues, such as proactiveness, reputation-building, navigating uncertainty, networking, continuous learning, and taking smart risks. To support the initiative, we ran an Opportunity Mindset campaign, launched a Public Speaking Preparation Service to help colleagues become more confident and compelling speakers, and offered the #IAMRemarkable workshop to empower colleagues to talk about their achievements at DataArt and beyond confidently. Also, in 2024, 15 new skill matrices were developed for professional development journeys on ProfDevMap—a platform that maps out learning opportunities at DataArt, overall accounting for 30 skill matrices for production and non-production roles on the platform.

### Autonomous Professional Development<sup>(GRI 404-2)</sup>

In 2024, one of the primary goals was to enhance the colleagues' experience with autonomous professional development. To achieve this goal, we focused on advancing the internal platform ProfDevMap, which maps out various professional development opportunities within DataArt. During the year, we launched 15 capability models to streamline the professional development of our colleagues within 15 production roles. Additionally, we launched an upgraded ProfDevMap application to make competency development more accessible.

2024 was also marked by closer cooperation with capability centers and professional communities within DataArt. Since 2022, the satisfaction rate among colleagues with the availability and clarity of professional development paths has increased by 16%, demonstrating more autonomy in navigating professional development journeys.

### Leaders' and Managers' Empowerment<sup>(GRI 404-2)</sup>

In 2024, we piloted a women's leadership program—She for Her—to support and empower female leaders at DataArt. The program welcomed 60+ participants and received a 4.8 out of 5 rating. We observed a 78% improvement in participants' skills through self-assessments conducted before and after the training. Additionally, 100% of mentees confirmed they applied the knowledge and skills gained during the program to their work.

We also introduced ULead, a management and leadership mentoring program that covers 25 management/leadership areas and is highly supported by C-level managers and leaders as mentors. The program had two runs with over 80 participants and received an impressive 5-star rating.

We launched the Feedback, Recognition, and Development Champions program for team leads and project managers, which received a rating of 4.9 out of 5. Four accounts participated in the pilot.

Another initiative focusing on leaders' and managers' empowerment was developed explicitly for junior project managers (PMs) to help them embrace their new leadership roles. As part of a project management learning path for junior PMs, we developed eight concise, self-paced courses.

### Global People Development

Global People Development, a dedicated service within DataArt, is driven by a clear mission: to allow everyone to develop their soft skills. Strong communication, collaboration, and leadership abilities are essential for personal and professional growth. To support this, we offer tailored training programs for individuals and teams while fostering a culture of continuous learning through the Team Spirit community.

Over the past year, our commitment to this mission has led to over 1,500 training requests, with around 1,000 colleagues successfully completing their learning journeys. We strongly emphasize team development — any team can come to us with a challenge or a learning request, and we create customized solutions to meet their needs. The impact speaks for itself: every team we trained last year returned for more, reaffirming the value of investing in soft skills.

### Team Spirit Community

The Team Spirit community unites individuals with a passion for soft skills, regardless of location, seniority, or profession. There are no prerequisites — anyone who believes in the power of soft skills and is eager to grow personally and within their teams is welcome. We aim to create a space for knowledge exchange, collaboration, and continuous development.

Over the past year, Team Spirit has hosted 66 events, attracting around 1,000 participants. Notably, this accounts for nearly one-third of all event attendances across all tech communities in the company, highlighting the strong interest and engagement in soft skills development.

### Cross-Cultural Mindset and Integration <sup>(GRI 404-2)</sup>

Throughout 2024, a diverse range of cross-cultural awareness initiatives occurred within DataArt, fostering integration, collaboration, and communication. Together with the DEIB team, we developed custom training sessions dedicated to intercultural communication and intercultural competence for accounts. Also, we ran Back-to-School awareness campaigns supported by the C-level DataArt managers. To foster cross-cultural competence and learning in a social context, we launched the Intercultural Insights community on the corporate social network Viva Engage. DataArt colleagues across different locations welcomed this initiative with high interest, stating that it helps them get to know each other and collaborate better.

### Foreign Languages Capability <sup>(GRI 404-2)</sup>

Within the Learning and Talent Development at DataArt, a designated department is in charge of improving the language capacity of DataArt colleagues. In 2024, we launched a variety of new learning opportunities, including new custom courses, workshop tracks, and 150+ different offline social events across multiple DataArt offices. The assessment shows that 75% of internal English course graduates improved their communication scores compared to 50% of colleagues who didn't take internal courses. Also, in 2024, a program for colleagues on the bench was piloted, achieving a 77% improvement in English level.

### IT Schools

In 2024, we continued conducting learning courses for external audiences—IT Schools. They took place in Kazakhstan for both winter and autumn semesters. Over 180 students participated in the IT Schools. The participants had a chance to upgrade their skills in quality assurance, and the most successful ones became top candidates for a trainee program at DataArt. The IT schools were well-received by universities and were chosen to be kept constantly in universities' elective course lists. Moreover, IT Schools were recognized as part of the "Best HR team" award by HR4People in 2024.

### Awards and Recognitions

In 2024, DataArt was honored with the BEST Award for Excellence in Talent Development by the Association for Talent Development. This prestigious award recognizes our effective talent development ecosystem and reflects our commitment to the Partners for Progress mindset for the benefit of our colleagues and clients.

Also, DataArt won four Brandon Hall Group Excellence Awards—Gold for Best Learning Leader, Silver for Best Corporate Learning University, Silver for Best Results of a Learning Program (recognizing our Tech Skills mentoring program), and Bronze for Best Competencies and Skill Development (recognizing our ProfDevMap). These awards demonstrate DataArt's commitment to creating valuable learning experiences and supporting growth and innovation.

In 2024, DataArt achieved two prestigious gold rankings by the Chief Learning Officer in the LearningElite and Learning in Practice nominations. Additionally, we were honored with two Editor's

Choice awards in the Learning Execution and Best Small Company categories. All these recognitions reflect our commitment to maintaining excellence in corporate learning and development of our colleagues.

# Our Mission Is IT Education for All



## Our Mission is IT Education for All (GRI 413-1)

### 2024 Key Educational and Expert Events

- IT talks and other educational events, collaboration with local professional communities
- International Programming Proggy-Buggy Contest 2024
- IT Camps 2024
- Collaboration with universities
- DataArt's Calling

### IT talks and other educational events, collaboration with local professional communities

In 2024, DataArt conducted around 60 offline events across various countries, focusing on knowledge sharing and professional engagement in the IT and technology sectors. These events spanned multiple locations, including Ukraine, Serbia, Armenia, Poland, India, Romania, Cyprus, Kazakhstan, and Georgia. The events included conferences, job expos, career fairs, workshops, and discussions on specialized topics such as AI, Internet technology, and programming accessibility.

DataArt maintained engagement online by organizing 15 IT talks, webinars, and panel discussions. The most popular topic of the year was Artificial Intelligence. New formats were introduced for these events: panel discussions and debates.

The IT collaboration scene in different countries shows active community involvement in some critical areas. In Armenia, many active groups like the AWS Armenia community, Make It Real community, and the DevRel community help the tech scene grow. Poland is notable for having many technical communities in different cities. For example, there are the Java User Group in Łódź, the AWS User Group in Lublin, and many groups in Warsaw, such as the SysOps/DevOps Community, the Warsaw AI Community, and the AWS Warsaw User Group. Kraków also has a Java User Group. Georgia has a potent mix of communities, too, with groups like the AWS Community Georgia, DevOps Community Georgia, and Agile Community Georgia working together in that area.

### International Programming Proggy-Buggy Contest 2024 ([Link](#))

The 2024 Proggy-Buggy Contest set new records with 2,570 participants, a 45% increase from 2023. Gender diversity included 579 women (up from 342 earlier this year), marking female contestants' first rank in the Top 10. Age groups ranged from under 18 (509 participants) to 45+ (47 participants), with a 27% increase in first-time competitors.

Employment profiles spanned secondary school students (218), university students (1,910), and developers (334). Country-specific milestones included doubled participation in Serbia, expanded programming networks in Kazakhstan, and Cyprus hosting its first Offline Hub. Poland and Ukraine strengthened ties with local programming communities and coaches.



## IT Camps 2024 2024 ([Link](#))

In 2024, DataArt's IT Camp initiatives showed significant progress in developing talent and innovation in the tech sector. We saw a remarkable increase in participation, with 2,375 individuals joining in 2024, a 35% rise from 2023. This growth reflects the value of our programs for aspiring tech professionals. We improved our topic selection process to ensure content is relevant and engaging. This allows us to customize the curriculum to meet the changing needs of the tech industry. An impressive 27% of participants attended the IT Camp more than twice, indicating the program's effectiveness and the positive experiences of past attendees. We introduced new metrics, including age, gender, employment status, and LinkedIn profiles, to better understand our participants and tailor our programs for inclusivity.

The IT Camp served as a valuable pathway for career advancement. Two participants were successfully hired after participating in the Summer IT Camp, demonstrating our program's impact on job readiness.

## Collaboration with Universities

DataArt collaborates with numerous universities and educational organizations in different countries. These collaborations sought to enhance education partnerships, support technology advancement, and facilitate talent development across various regions. We conduct programs in other formats: internships, Proggy-Buggy Contest, IT camps, professional development webinars, participation in international conferences, etc.

**Ukraine:** National TU Dnipro Polytechnic, Oles Honchar Dnipro National University, Ig-Sikorsky Kyiv Polytechnic Institute, Taras Shevchenko National University of Kyiv, Odesa Polytechnic, Odesa I.I. Mechnikov National University, Odesa International Humanitarian University, Simon Kuznets Kharkiv National University of Economics, Kharkiv National University of Radio Electronics, National Aerospace University "Kharkiv Aviation Institute", National Technical University "Kharkiv Polytechnic Institute", Kherson State University, Kherson National Technical University, Mykolaiv Petro Mohyla Black Sea State University, Lviv National Pedagogical University, Ivan Franko Lviv National University, Ukrainian Catholic University. **Serbia:** Faculty of Organizational Science (Belgrade), Faculty of Mathematics (Belgrade), Faculty of Technical Sciences (Novi Sad), Gymnasium Smart (Novi Sad). **Armenia:** ASUE (The Armenian State University of Economics), Yerevan State College of Informatics, European University of Armenia, UFAR (Université française en Arménie), AUA (American University of Armenia), Picsart IT School, Armenian Code Academy. **Poland:** (Lublin) University of Technology, University of Maria Curie-Skłodowska (Lublin), University of Technology (Warsaw), Military University of Technology (Warsaw), UKEN (Krakow), WSEI (Krakow), Faculty of Computer Science Student Government Council at AGH University (Krakow). **India:** Strategic partnerships with the Oxford College of Engineering, Christ University. **Romania:** UTCN (Cluj-Napoca Technical University). **Cyprus:** University of Nicosia, University of Cyprus, TEPAK (Cyprus University of Technology), UCLan (University of Central Lancashire), Neapolis University Pafos, Cyprus Computer Society. **Georgia:** Ilia State University, Business and Technology University, Tbilisi State University, Georgian Technical University, Georgian National University, Caucasus University, Kutaisi International University. **Kazakhstan:** Nazarbayev University,

Karaganda State Technical University, Karaganda State University, Nazarbayev Intellectual School, Karaganda, Bolashaq University, Turan University, South Kazakhstan State University, Kazakhstan Institute of Management, Economics and Strategic Research, Kazakh-British Technical University, Almaty Technological University.

### DataArt's Calling ([Link](#))

DataArt's Calling is an online service offering free one-on-one 30-minute consultation sessions with Software Engineering, IT Management, Recruitment, and Human Resources Management experts.

36 DataArt experts provided 266 consultations in Cybersecurity, Software Engineering, UI/UX, Career Development, HR, Program Management, AI/ML, QA, PO, and more.

The initiative successfully covered over 19 countries, expanding its global reach. With a 9.8/10 participant rating, the program received outstanding feedback.

As part of DataArt Calling, we introduced two outstanding iterations beyond our usual format: "She for Her," celebrating Women Empowering Women, and an internal iteration aimed at supporting and connecting our colleagues and helping with questions related to professional development.

### Radio DataArt

Radio DataArt is an internal project and an online team-building activity designed to unite colleagues and enhance engagement.

It develops in two directions:

- 1. DataArt FM is a Ukrainian-only radio station launched in 2022 and continues to broadcast regularly. In 2024, we organized seven broadcasts for our Ukrainian colleagues, reaching approximately 1,000 listeners. We dedicated these broadcasts to national occasions such as Embroidery Day, Ukrainian State Flag Day, and Independence Day. Additionally, we used this initiative to celebrate office anniversaries (Kherson, Kyiv, Kharkiv).
- Radio DataArt is a global corporate initiative used to mark major company events with live broadcasts, such as the company's anniversary and the holiday season. In 2024, we also celebrated important occasions aligned with our brand plans and in collaboration with other company initiatives. These include playlists dedicated to DEIB: Women's Day in IT, a special project with the IT Museum, IT Specialist's Day, and the Proggy Buggy Contest. In total, the Radio DataArt team created 11 playlists in 2024.

DataArt Radio has become a platform for engagement and interaction among colleagues across all locations and a channel for sharing company news and service updates.

### 2024 in the IT Museum ([Link](#))

The year's main project was to create new content dedicated to the non-mainstream history of IT development in the DataArt locations.

There has been extensive research into hardware, software, and its culture. The history of computing in the US is more or less researched and relatively well preserved, thanks to the enormous



efforts of major institutions such as CHM in California, IBM's archival department, and other major tech companies. Developments in different countries are also part of the significant tech achievements, but they are much less preserved and even less known. This also affects research on them, as the sources are mainly in the national languages. Fortunately, modern technology makes it possible to go through them, extract the essence, and have at least the general picture.

The new content on the site is grouped into six large chapters dedicated to general topics: the first computer projects around the world, early business applications, Computer and information globalisation, Computer networks and proto-internet, Mass computerisation and education, and the cultural and artistic influence of computers and information technology.

These are complemented by smaller themes related to the central theme but provide a more detailed view of the phenomenon within a particular region, product, or period. We have tried to describe most of our locations, so that the reader can find stories on such topics as the early use of computers in the Polish railways in the 1960s, the computerisation of Indian banks, the automation of Ukrainian industry in the 1960s-70s, the computer education programme in Argentina in the 1980s, Brazilian digital art projects in the 1980s, etc.

We collected the visuals from open resources in the public domain, such as private and public archival photos, videos, magazines, etc.

All together, the new content of the museum site could give an idea of the peculiarity of the development of technology outside the USA, the changes in the approach, and the culture with which it was influenced, or influenced the culture itself.

This year's special project was dedicated to the First International Computer Science Olympiad, its origins, and its impact.

The project was created as a cross-promotion of the Proggy-Buggy coding competition and was released before the main event in October 2024.

We presented the stages of preparation for the first IOI event in Bulgaria in 1989 on the long-read landing page. The path of the IT Olympiad could be followed from all sides: why it was Bulgaria that initiated such series of events (it was a leading country in terms of computer equipment production in the 1980s, at least in Eastern Europe), what was the tradition of children's competitions in school curriculum subjects, what was the organisation of IOI'89, and we post the main problem offered to the participants in 1989 and the problem of the Proggy-Buggy of 2023.

For DEIB week in March 2024, the IT Museum prepared a series of cards dedicated to important but not very famous women in IT history. We created a set of nine female engineers and inventors from nine DataArt locations to highlight the essential role of women in STEM and IT fields throughout technological evolution.

### DataArt Professional Communities

DataArt has 22 professional communities that are functioning successfully. Three new communities, the Digital Accessibility Community, Product Community, and Payments Community, were organized in 2024.

This is the list of the main DataArt communities: Team Spirit Community, Payments Community, Product Community, Digital Accessibility Community, .NET Community, QA Community, Java Community, Python Community, Mobile Community, JavaScript Community, React Community, React Native Community, Angular Community, Node.js Community, DevOps Community, PM Community, Agile Community, Technical Writers Community, UX/UI Community, AI Community, Azure Community, C++ Community

Communities implemented projects in:

- Qualification Matrix (React Qualification Matrix, Angular Qualification Matrix, Android Qualification Matrix, UI/UX Skill Matrix)
- Interviewer Questionnaires
- Learning Paths (QA Learning Path from Junior to Senior, .NET Learning Path Middle and Senior Level)
- Mentorship Program
- Regular Weekly Webinars
- New training and courses (IT for Non-Technical Specialist, Django Framework)
- Community Schools/Weeks (Summer PM School)
- Cross community webinars: .NET Community + QAA Community, .NET Community + Accessibility Community, QA Community + Accessibility Community.

# We care for the Environment





## Key Environmental Impacts and Risks <sup>(GRI 2-25)</sup>

DataArt assesses and manages environmental and social risks and impacts following the IFC Performance Standards and industry best practices. The corporate S&E Risks and Impacts Matrix, updated and revised annually, supports this dynamic and continuous process.

### S&E Risks and Impacts Matrix

The company consistently reviews all business processes in detail and identifies an exhaustive list of environmental and social risks and impacts arising from the company's activities. DataArt uses the mitigation hierarchy approach by:

- Implementing S&E requirements in respective processes and procedures to avoid or minimize (if complete avoidance is not possible) the potential negative impact.
- Developing particular S&E initiatives to offset the residual negative impacts of positive impacts on the environment and society by applying the “no net loss” principle to the compensation process.

Social and environmental risk and impact management allows DataArt to respond quickly to emerging ecological and societal changes, raising the company's sustainability.

New S&E initiatives are piloted within the company on regional or functional levels and, if successful, are scaled up on the corporate level as a best practice, contributing to the global SDGs.

### Environmental Risks and Opportunities

The IT industry potentially uses large amounts of energy (equipment, air conditioning) that contribute to greenhouse gas emissions: ICT equipment accounts for nearly 1,5% of the world's carbon emissions.

### Climate-Related and Environmental Risks

In 2024, DataArt continued to update its climate-related risk assessment by the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The model analyzes potential financial impacts of the identified 12 climate-related risks and seven climate-related opportunities.

At the start of the risk assessment, all identified climate-related risks were divided into four categories: Operational Risks, Market Risks, Financial Risks, and Compliance Risks. Each risk, in turn, was also assessed in terms of Risk Exposure. Most Operational Risks were considered Extreme and Physical, while others were deemed Extreme and Transitional or Chronic and Transitional. These climate-related opportunities were mainly distributed between the Strategic, Operational, and Reputational categories and were related to new Products & Services, Resource Efficiency, New Energy Sources, or Market-Related.

Climate-related risks	Type of risk	Risk category	Description of impact
Floods, Sea level rise, and coastal flooding	Extreme/ physical	Operational	Changes in precipitation patterns and extreme variability in weather patterns, including flooding with the destruction of roads, bridges, power lines, houses, and other infrastructure accompanied by life loss or human injuries leading to business shutdown.
Freezing rain	Extreme/ physical	Operational	Freezing rain often causes major power outages by forming glaze ice. Power lines coated with ice become extremely heavy, causing support poles, insulators, and lines to break. The ice that forms on roadways makes vehicle travel dangerous. Freezing rain is often accompanied by human injuries.
Hurricanes, tornados, wind storms	Extreme/ Physical	Operational	Destruction of power lines, houses, and other infrastructure accompanied by life loss or human injuries and leading to business shutdown. Transport delays.
Extreme hot weather	Extreme/ Physical	Operational	Negative effects of hot weather on staff members' health or equipment, leading to a slowdown or halt of operations.
Extreme cold weather	Extreme/ Physical	Operational	Negative effects of cold weather on staff members' health or equipment, leading to a slowdown or halt of operations.
Forest wildfires	Extreme/ Physical	Operational	The destruction of property. The release of hazardous chemicals from the burning of wildland fuels with significant impacts on human health.
Power blackouts and emergencies due to lack of system reliability	Extreme/ Transitional	Operational	Mass and rapid transition to renewable energy might cause temporary power blackouts due to a lack of system-level power storage capacities and modernized power grid services. Power outages at some point in the transition to low-carbon technologies are expected to become more widespread.
High electricity costs	Chronic/ Transitional	Financial	Rapid transition to carbon-free power production will lead to higher than inflation growth of electricity prices.
Enhanced emissions-reporting obligations	Chronic/ Transitional	Compliance	Increased stakeholders' concerns over climate change action lead to extra working efforts and labor costs for collecting and reporting information on emissions and reduction of GHG.
Inaccurate or fraudulent disclosure of emissions, resulting in fines and penalties and loss of consumer trust	Chronic/ Transitional	Compliance	Climate change is an evolving area with emerging disclosure regulations and standards such as TCFD or EU SFDR. Failure to comply with local emissions, reporting, or other laws could result in penalties. The cost of potential penalties is still emerging and so is largely unknown.

Decreased revenues due to reduced demand for products and services	Chronic/ Transitional	Market	DataArt provides IT services to over 80% of its customers from the major US, EU, and UK markets, where the customers' perception of climate change challenges is rapidly becoming widespread. It is primarily noticed in carbon footprint disclosure requests (for example, the CDP Supply Chain requests). Failure to meet those requests might eventually lead to these customers flying to other environmentally friendly IT companies.
Carbon tax introduction	Chronic/ Transitional	Financial	The estimated financial impact of carbon taxes in case of its introduction to the IT sector.
Other Environmental Risks			
Earthquake and volcano	Extreme/ Physical	Operational	Earthquakes can result in ground shaking, soil liquefaction, landslides, fissures, avalanches, fires, and tsunamis. Between 1998 and 2017, earthquakes caused nearly 750,000 deaths globally, more than half of all deaths related to natural disasters. Over 125 million people were affected by earthquakes during this period, meaning they were injured, made homeless, displaced, or evacuated during the emergency phase of the disaster.

In terms of applied climate scenarios, risks and opportunities were split between those with low-magnitude impact and high-magnitude impact, with low-magnitude impacts related to below 2 degrees scenarios, and high-magnitude impacts are assessed considering global average temperatures exceeding 2 degrees from the pre-industrial levels. However, these scenarios do not exclude the occurrence of high-magnitude events even in scenarios below 2 degrees, but they have less likelihood.

Risk Category	Type of Risk	Environmental Risk	Estimated Impact	Likelihood	Change against 2023
Market risks	Chronic/transitional	Decreased customer demand for ESG non compliance	13,265 thousand USD	More likely as not	↑
Operational Risks	Extreme/ physical	Extreme hot weather	572 thousand USD	Very likely	↑
Operational Risks	Extreme/transitional	Power blackouts	220 thousand USD	Likely	↑
Operational Risks	Extreme/ physical	Earthquake and volcano	217 thousand USD	More likely as not	↑
Operational Risks	Extreme/ physical	Floods and coastal flooding	128 thousand USD	Likely	↓
Operational Risks	Extreme/ physical	Forest wildfires	109 thousand USD	More likely as not	↑
Compliance Risks	Extreme/ physical	Freezing rain	87 thousand USD	More likely as not	↑
Financial Risks	Chronic/ transitional	High electricity costs	75 thousand USD	Very Likely	↓
Compliance Risks	Chronic/transitional	Enhanced emissions-reporting	57 thousand USD	Likely	↑
Financial Risks	Chronic/transitional	Carbon Tax	50 thousand USD	More likely as not	↑
Operational Risks	Extreme/ physical	Hurricane, tornados, storms	49 thousand USD	Very likely	↑
Operational Risks	Extreme/ physical	Extreme cold	24 thousand USD	About as likely as not	↓
Compliance Risks	Extreme/ transitional	Inaccurate disclosure	19 thousand USD	About as likely as not	↑
		Total:	14.8 million USD		↑



DataArt has a Business Continuity Program with a dedicated Officer leading it. The Business Continuity Policy, Business Continuity, and Disaster Recovery Plans try to address and mitigate critical climate-related risks such as flooding, natural fires, hurricanes, and extreme wind. The probability of these climate-related natural disasters is medium to high. However, they can cause severe damage, leading to disruption of operations.

In case of such climate-related events, the disaster recovery strategies adopted would include:

- Reconfiguration of systems using HW, remain intact for connectivity recovering for critical BP
- Hot reserve availability and configuration from backups to recover core infrastructure applications
- Mirroring and cold reserve of affected location and data recovery

### Emergency Response Communications

The Global Emergency Response Team (ERT) is continuously working around the globe supporting our colleagues amidst war, environmental catastrophes, and other force majeure events:

- Daily monitoring of the status of every colleague
- Immediate notifications to colleagues on changes in the working process
- Responding to all inquiries (colleagues could reach out to ERT at any time with any question)
- Managing other force majeure corporate actions

The Emergency Response Team consists of representatives from all corporate functions and primary locations. It also has working procedures for regular disseminating critical updates to colleagues. In addition, DataArt regularly provides Information Security Updates to our clients.

### Climate-Related Opportunities

In 2024, DataArt continued to update its climate-related opportunity assessment following the Task Force on Climate-related Financial Disclosures (TCFD) recommendations with seven identified climate-related opportunities. These climate-related opportunities were mostly distributed between the Strategic, Operational, and Reputational categories and were related to new Products & Services, Resource Efficiency, New Energy Sources, or Market-Related.

Climate-Related Opportunities	Type of Opportunity	Opportunity Category	Description of Impact
Development and/or expansion of low-emission goods and services	Products and Services	Strategic	DataArt efforts in GHG reporting might bring additional climate-minded customers looking for IT services with an estimated and low carbon footprint. DataArt is trying to meet the increased demand for sustainable products and services across all business units. The changing care for the environment driven by regulations and voluntary commitments makes DataArt customers look for digital and IT solutions.
Reducing traveling and using more efficient modes of transport	Resource Efficiency	Operational	DataArt is committed to extending facilities for green city personal transport as well as enforcing local travel policy (trains over planes). The extended use of videoconferencing significantly reduces the traveling needs and the carbon footprint of every staff member.

Work-from-home policy	Resource Efficiency	Reputational	Increased use of staff members from home reduces impacts on the environment and significantly reduces the personal daily carbon footprint of every staff member, as well as operational costs. This policy also increases the employer's value proposition (EVP) for DataArt workers.
Reducing consumption of electricity and heat	Energy Source	Operational	According to the DataArt Sustainability Manifesto, the company takes the commitment to implement technically and financially feasible and cost-effective measures for improving efficiency in its consumption of energy, water, as well as other natural resources
Reduced water usage and consumption	Resource Efficiency	Operational	
Shift to green or lower-emission sources of energy	Energy source	Reputational	Purchases of unbundled renewable energy certificates (RECs) provide an easy and affordable solution to shift and sponsor renewable energy. A zero-emissions strategy would, therefore, attract new climate-minded customers fighting for net-zero emissions.
Establishment of Sustainable Supply Chain Policy	Markets	Operational	Increased energy-efficient requirements would create incentives for more energy-efficient procurement of hardware and services,

Risk Category	Type of Risk	Environmental Risk	Estimated Impact	Likelihood	Change against 2023
Reputational	Markets	New ESG minded clients due to establishment of Sustainable Supply Chain Policy	20.03 mln USD	Very likely	↑
Reputational	Markets	New ESG minded clients due to shift to green or lower-emission sources of energy	10.2 mln USD	Very likely	↑
Operational	Resource efficiency	Work from home policy	2.1 mln USD	Very Likely	↑
Strategic	Products & services	Development of climate-related IT-products	1.5 mln USD	More likely as not	↑
Operational	Resource efficiency	Reducing consumption of electricity and heat	0,05 mln USD	Very Likely	
Operational	Resource efficiency	Reducing traveling and use of more efficient modes of transport	0.01 mln USD	Likely	
		<b>Total:</b>	<b>33.8 million USD</b>		↑

## Social and Human Rights Risks

Besides the environmental risks, DataArt also analyzes the financial impacts of social risks, including staff health and safety risks, violation of human and labor rights risks, corruption risks, and data breach risks, including the following:

- DataArt staff, unfortunately, **operates in an extreme armed conflict environment** with the necessity of heightened managerial care to identify eminent safety and security risks to prevent possible injuries or death of staff members resulting from the direct use of military force.
- **Infectious disease outbreaks** like COVID-19 and seasonal influenza, besides the direct health risks to DataArt staff members, might lead to epidemiological restrictions imposed by national and local governments, which in turn cause economic downturns and a reduction in business activities. DataArt locations often use open space infrastructure, where working communication in the office can cause noise that interferes with the business process and creates stressful situations;
- **High turnover rate** is a significant challenge for DataArt, given the high pace of growth of its operations, which increases the need for specialized skills.
- Miscommunication and misunderstandings due to language and cultural differences can lead to mistakes, delays, and missed opportunities.
- DataArt operates in many locations with different records of **basic human rights violations**. Staff relocations may also result in the relocated staff's unawareness of these human rights risks, eventually leading to unlawful arrests and other major consequences for the staff. DataArt personnel often tend to share political ideas that might contradict the government policies in some countries of their presence. Active political views might lead to risks of political repression against staff members.
- DataArt staff members are exposed to **potential hazards** that can cause injuries and health issues: repetitive strain injuries (RSI), carpal tunnel syndrome, eye strain, back injuries, stress, electrical shock, slips, trips, and falls. This factor leads to risks of staff fatigue, stressful situations, and the development of occupational diseases.
- **Gender inequality risks** are monitored in DataArt to prevent the following practices: unequal pay, limited opportunities for advancement, hostile work environment, and lack of representation.
- DataArt IT services are exposed to **data security threats** from cyber-attacks and social engineering, which may lead to reputational and regulatory consequences. Inadequate prevention, detection, and remediation of data security threats can influence customer acquisition and retention, resulting in decreased market share and lower demand for the company's products.
- **Corruption risk** in DataArt refers to the potential for unethical or illegal behavior by staff members, such as bribery, fraud, embezzlement, and other forms of financial misconduct. Cases of corruption in DataArt can have serious consequences, including financial losses, damage to a company's reputation, and legal repercussions.

Risk Category	Type of Risk	Environmental Risk	Estimated Impact	Likelihood	Change against 2023
Operational	HR & Labor Rights	High turnover rate	6.9 mln USD	Likely	↓
Operational	Health & Safety	Infectious disease outbreaks	4.5 mln USD	Likely	↓
Reputational	Data Protection	Data breach	4,2 mln USD	About as likely as not	↑
Reputational	Data Protection	User privacy violations	2 mln USD	About as likely as not	↑
Operational	Health & Safety	Armed conflict and civil unrest physical risks to staff	1 mln USD	About as likely as not	↓
Operational	Health & Safety	Office fire casualties and loss of property	0.9 mln USD	About as likely as not	↓
Reputational	Data Protection	Disclosure of privacy data to government organizations or law enforcement	0.6 mln USD	Unlikely	↓
Reputational	Health & Safety	Work related injuries	0.5 mln USD	About as likely as not	↓
Reputational	HR & Labor Rights	Risks of violations of basic human rights	0.3 mln USD	About as likely as not	↓
Operational	Health & Safety	Non-work-related injuries and illnesses	0.2 mln USD	More likely as not	↓
Reputational	HR & Labor Rights	Discrimination risks	0.07 mln USD	More likely as not	↓
Reputational	Corruption & Ethics	Risk of anticompetitive behavior	0.07 mln USD	Unlikely	↑
Reputational	Corruption & Ethics	Risk of corruption	0.06 mln USD	About as likely as not	↓
Operational	HR & Labor Rights	High attrition rate after parental leave	0.05 mln USD	About as likely as not	
Reputational	Corruption & Ethics	Multicultural conflicts and diversity management failures	0.04 mln USD	About as likely as not	
Reputational	Corruption & Ethics	Risk of corruption through making financial or in-kind contributions to political parties, politicians, or causes.	0.03 mln USD	Unlikely	
Operational	Health & Safety	Work related illness	0.03 mln USD	About as likely as not	
Reputational	HR & Labor Rights	Risks of violations of Forced Labor	0.02 mln USD	Unlikely	
Reputational	HR & Labor Rights	Freedom of association and the right for collective bargaining violations	0.006 mln USD	Unlikely	
Reputational	HR & Labor Rights	Violation of client requirement of DEI Policy	0.002 mln USD	About as likely as not	
Reputational	HR & Labor Rights	Risks of violations of Child Labor	0.001 mln USD	Unlikely	
Reputational	HR & Labor Rights	Office not suitable for people with disabilities	0.001 mln USD	About as likely as not	
		<b>Total:</b>	<b>21.5 mln USD</b>		↓

## DataArt Cares for Environment<sup>(GRI 2-23)</sup>

At DataArt, we consider ourselves part of a society that accepts a broader responsibility towards each other, the communities in which we operate, and the planet we all live on.

As free and responsible individuals, we see that our activity is changing the world. All these principles are set in DataArt Social and Environmental Policy. Despite the low environmental impact of DataArt activities, its management shows commitment to the precautionary principle approved at the 1992 United Nations Conference on Environment and Development, which states that threats of serious or irreversible damage, and lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.

## Our Commitment to Fight Climate Change<sup>(GRI 2-23)</sup>

The Board of Partners of DataArt has adopted the Sustainability Manifesto and the Social and Environmental Policy to face climate change and its significant threat to the planet and its inhabitants.

In its Social and Environmental Policy, DataArt declares its support for the UN Sustainability Goal 12: Responsible Consumption and Production and Goal 13: Climate Action.

In its Social and Environmental Policy, DataArt declares its concern about carbon footprints left by its operations and partners down the supply chain. DataArt has committed to ensuring sustainable office operations through the Green Office initiative. For this purpose, DataArt is dedicated to extending facilities for green city personal transport (bicycles and EV transportation) and enforcing local travel policy (trains over planes). DataArt is also committed to calculating and improving the effects of all business trips on climate change.

In March 2025, SBTi Services validated DataArt Enterprises, Inc.'s greenhouse gas (GHG) emissions reduction targets. The approval confirmed that the company's ambitious climate action plan aligns with the Science Based Targets initiative (SBTi) Standards and Guidance (Criteria version 5.2), reinforcing DataArt's commitment to sustainability and responsible corporate citizenship.

SBTi Services has classified DataArt Enterprises, Inc.'s scope 1 and 2 target ambition as conforming with the SBTi Standards and Guidance, marking a significant milestone in the company's ongoing environmental efforts.

The official near-term science-based targets set by DataArt Enterprises, Inc. include:

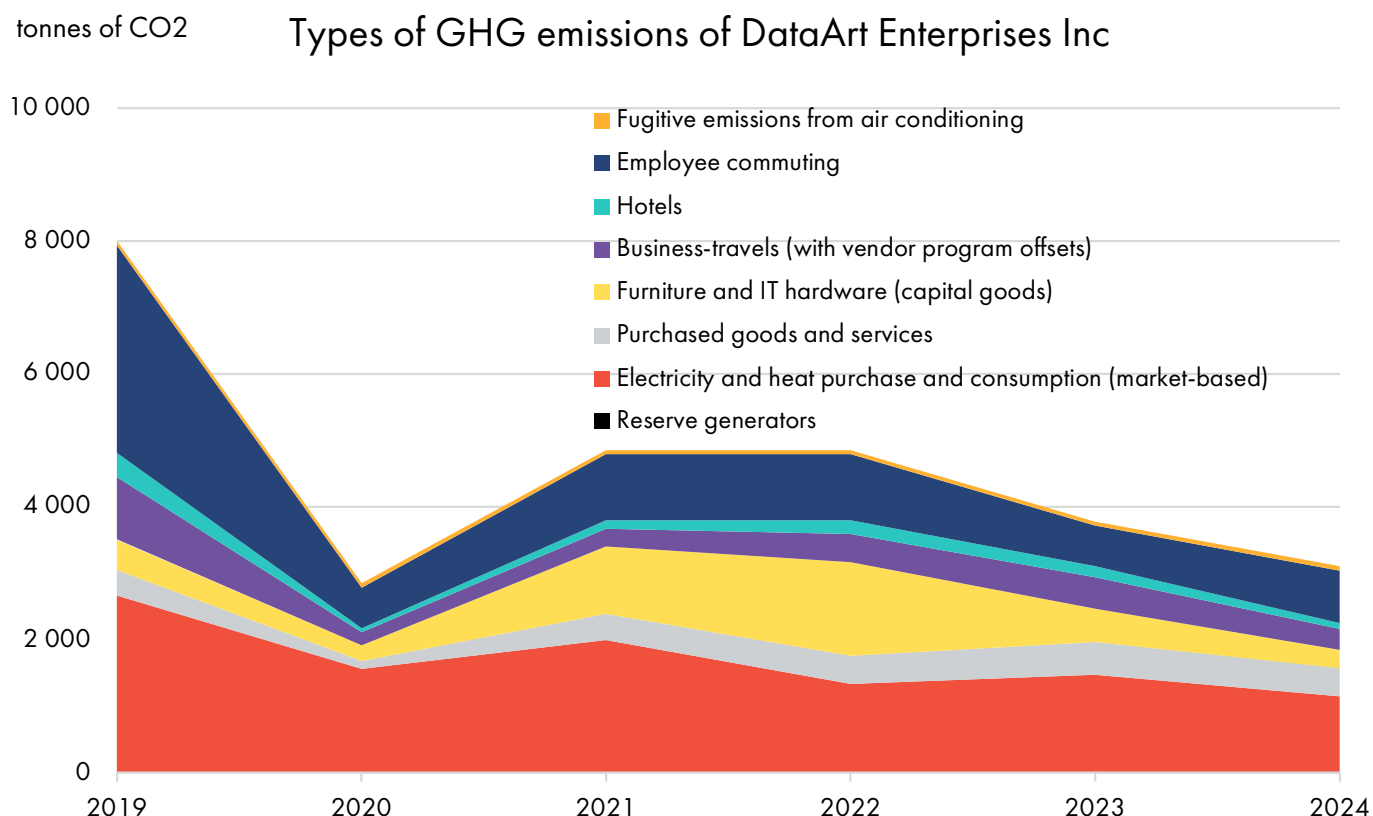
- A commitment to reduce absolute scope 1 and 2 GHG emissions by **56.6% by 2030**, using 2019 as the base year.
- A commitment to increase active annual sourcing of renewable electricity from **52% in 2019 to 100% by 2030**.
- A commitment to reduce scope 3 GHG emissions by **56% per USD value added by 2030** from a 2019 base year.

By setting and achieving these ambitious goals, DataArt Enterprises, Inc. is positioning itself as a leader in corporate sustainability, supporting global efforts to limit warming to well below 2°C while pursuing a 1.5°C future.

## DataArt GHG Emissions in 2019-2024 (GRI 305-1, 305-2, 305-3, 305-4)

DataArt continues to calculate its Scope 1, 2, and 3 greenhouse gas emissions by the GHG Protocol. This report also contains preliminary calculations of the 2024 GHG emissions with the 2022 emission factors. The initial calculations showed a 22% reduction of Scope 1, 2, and 3 emissions to 3,079 metric tons of CO<sub>2</sub>.

### Scope 1, 2, and 3 GHG Emissions, Metric Tons of CO<sub>2</sub>e



**Scope 1.** In 2024, 4 Ukrainian offices started actively using reserve generators, leading to 15 tons of CO<sub>2</sub> emissions.

**Scope 2.** Most of the energy DataArt uses is purchased electricity and heat from the grid or office heating boilers. In 2024, DataArt offices purchased 2,093,505 kWh of electricity, which was 1% more than in 2023. Total heating consumption in 2024 decreased by 53% to 1,228,466 kWh due to the closure of many offices in Ukraine. Therefore, the amount of Scope 2 CO<sub>2</sub> emissions in 2024 decreased by 51% to 716 tons of CO<sub>2</sub> emissions in accordance with the market-based method of calculation<sup>1</sup>.

By the location-based calculation method,<sup>2</sup> DataArt Scope 2 greenhouse gas emissions in 2024 increased by 24% to 1,077 tons of CO<sub>2</sub>.

<sup>1</sup> The market-based figures are either based of residual fuel mix factors in accordance with Association of Issuing Bodies (AIB) reports for EU countries or similar calculation for other nations.

<sup>2</sup> DataArt identifies location-based emissions for every office based on reported and calculated GHG emissions factors provided by multinational and national bodies such as UNFCCC, (US EPA) eGrid database, UK Govt – Defra/BEIS

**Scope 3** or other indirect emissions were 14% lower than in 2023 and reached 2,098 t CO<sub>2</sub>. In 2024, DataArt business air travel increased, compared to 2023, leading to a 22% increase in CO<sub>2</sub> emissions, which amounted to 570 tons of CO<sub>2</sub> emissions. However, 250 t CO<sub>2</sub> emissions were offset by carbon credits purchased through the GreenPerk Program.] IT hardware emissions were 27% lower down to 280 t CO<sub>2</sub>. Employee commuting was up by 31% to 791 t CO<sub>2</sub><sup>3</sup>.

<sup>3</sup> The calculation methodology for air business travel is based in ICAO CO<sub>2</sub> emissions calculator.

### General Information About DataArt Group Consumptions in 2020-2023 (GRI 302-1, 303-5)

Category	Metric	2019	2020	2021	2022	2023	2024	Change %
Electricity	KWH	3,998,380	2,265,044	2 152 756	1,761,312	2,076,295	2,093,505	1%
Heating	KWh	3,626,778	3,595,287	5,834,237	3,106,885	2,610,933	1,228,466	-53%
Water Consumption	Cubic meters	n.a.	5,544	8,877	5,194	5,133	5,326.5	3,8%

### DataArt Forest 2024

DataArt's commitment to environmental sustainability is supported by the DataArt Forest initiative, a series of tree-planting activities in various countries aimed at ecological preservation and carbon footprint reduction.

In 2024, DataArt continued its partnership with NGO Tvii Lis for significant reforestation in Kremenetsky Mountains National Nature Park, planting trees on almost 75 hectares in spring and fall. DataArt also supported a CO<sub>2</sub> absorption study with the Ukrainian Research Institute of Forestry and Forest Melioration to measure carbon offset from the new forests, expecting significant absorption in the next 8-10 years.

In Armenia, in collaboration with MyForestArmenia NGO, 1,875 trees were planted in Lori Province in spring and 1,367 birch trees in fall, partially funded by colleague donations.

In Poland, nearly 4,000 trees were planted in April 2024 with local forestry offices in Poddębice, Świdnik, and Drewnica, marking a significant expansion of environmental efforts.

DataArt Cyprus's tree-planting event in November, in partnership with "You Reforest Cyprus," planted 400 trees.

Colleagues' donations totaled nearly \$3,000, crucial for planting over 215,000 trees across about 300 hectares in Ukraine, Armenia, Poland, and Cyprus, including diverse species like pines, beeches, oaks, and larches.

The DataArt Forest initiative exemplifies collaboration in fostering environmental sustainability. Our commitment to this cause remains strong, and we aim to expand our green initiatives. We thank everyone who has participated, donated, and supported these projects.





## Governance, Ethics, And Integrity

### Values, Principles, Standards, and Norms of Behavior (GRI 2-23)

DataArt's core values are:

- **People first**  
Our colleagues and clients are people above all, rather than abstract counteragents or skill sets.
- **Expertise**  
We allow all staff members to fulfill their full potential in DataArt's ecosystem.
- **Flexibility**  
We offer all staff members an opportunity to experiment, gain new experiences and knowledge, and be ready for change.
- **Trust**  
We promote the opportunity to count on one another and the readiness to trust others. DataArt leaders' role is to create a context in which people make their own independent decisions.  
The values are promoted by DataArt's management and supported by DataArt policies, which in particular cover the following:
  - Business conduct
  - Anti-bribery and corruption
  - Anti-discrimination, harassment, and bullying
  - Equal opportunities
  - Quality
  - Personal data protection
  - Social and environmental affairs
  - Trainings
  - Whistleblowing

### Grievance Mechanisms <sup>(GRI 2-25, 2-26)</sup>

DataArt has implemented and supports complaint management processes that can be used by individuals, staff, communities, and society negatively affected by DataArt's business activities and operations.

There are two categories of grievance mechanisms: internal and external.

#### Internal

DataArt has a dedicated **Grievance function** as the main channel for complaints and escalation. We recommend contacting it if colleagues have faced any situation related to the office/company, their work, or working relationships that affect their interests/create discomfort, e.g.:

- Violation of the terms and conditions of cooperation
- Violation of our policies, values, processes, or rules
- Unhealthy team relationships



- Bullying and harassment
- Discrimination

Grievance is also an escalation or dispatch point for colleagues whose requests were ignored, who need support or assistance, or don't know how to address their question.

The **main internal Grievance channels** are:

- Cooperative mailing — for official requests;
- Anonymous Grievance form — for anonymous and non-anonymous requests, suggestions for improvements, questions, and asking for help/support;
- Grievance & Feedback Navigator — a one-page, simple visual schema of the most popular issues with proper contacts for one-click access to suitable services.

In addition, there are more specialized channels where colleagues can go in case of complaints or violations:

- DataArt supports whistleblowing through its Whistleblowing Policy and Anti-Discrimination, Harassment, and Bullying Policy, which prescribe the main principles of this process. Staff members can raise complaints at several levels: local level—PM of the project, HRM, and Head of location; company level—Compliance Committee, Helpline. There is a channel for anonymous complaints: [whistle-blowing.dataart.net](https://whistle-blowing.dataart.net).
- The **Helpline** is an internal service that provides mental health support. The main principles of Helpline are described in DataArt Wellbeing. The main channel to turn to Helpline for assistance is [dataart.helpline@dataart.com](mailto:dataart.helpline@dataart.com).

If the request is identified as a grievance, regardless of the application channel, Grievance management processes it. It is described in the **Grievance Policy** and **Grievance Procedure**. It includes principles, mechanisms for complaints, procedures, and deadlines for handling them, security and confidentiality guarantees, the possibility of appeal, and maintaining and storing records on grievance incidents. These documents are reviewed annually and updated based on real cases and experience. In 2024, the corporate Disciplinary Procedure was published and implemented, and the Grievance Procedure was updated accordingly.

A **Grievance Committee owns** that process. It comprises representatives of key functions and top management and has been established to handle grievances, ensuring a prompt response and competent resolution of incoming requests. In addition, including representatives from top management in the Grievance Committee ensures that GC is informed and updated about all severe cases.

### External

- “Contact Us” form — All DataArt websites (both corporate and local) have Contact Us forms through which all third parties can send feedback and complaints.
- In 2024, our websites added the “Anonymous report” option. Now, any site visitor can anonymously or non-anonymously report violations or bring our attention to the problem. All appeals go to the Grievance Committee and are considered in the same order as internal ones. Thanks to this new option, e.g., we have already received valuable feedback from our candidates and fixed a gap in the application form. In 2024, six externals used it.
- Dedicated mailing groups for such issues as privacy ([privacy@dataart.com](mailto:privacy@dataart.com)) and sustainability ([sustainability@dataart.com](mailto:sustainability@dataart.com)).

- Telephone Line — DataArt Support is responsible for 24/7 telephone support of external requests.
- Informal information flows are professional and personal networks (personal e-mails, F2F meetings, personal contact, social networks, etc.).

In 2024, the Grievance & Feedback Navigator was renamed Key Contact Points, making it more intuitive for colleagues. Newcomers get acquainted with it after the first month of work via email from the Grievance committee, and it is available to every colleague with their start page in PM with just two clicks.

Promotion of grievance mechanisms was included in Sustainable Leadership webinars, which were prepared and conducted jointly with the SE Department.

### Other Grievance Mechanisms

The Grievance function is also responsible for all feedback channels and corporate communications as potential sources of complaints and dissatisfaction, as well as tools for monitoring colleague sentiment. The Grievance Committee ensures the availability and security of these channels, regularly analyzes incoming questions and requests, and informs colleagues of the action taken on their appeals.

As part of this task, the Grievance Committee keeps up to date and promotes a single access point to all feedback channels.

### DataArt Governance Structure <sup>(GRI 2-9)</sup>

The Corporate governance system is constantly being improved to align with best practices, the requirements of regulatory bodies, and DataArt Group's evolution.

The corporate governance system of DataArt Group is comprised of the following governing and management bodies:

- General Shareholders Meeting;
- Board of Directors;
- President (CEO), Managing Director (s), Corporate Secretary, CFO.
- Executive Board (Board of Partners): A corporate body appointed by the CEO out of experienced staff members to facilitate and assist the CEO and other executives in day-to-day management.
- Committees of the Executive Board — perform functions delegated by the Executive Board or Executives.

### General Shareholders Meeting

The highest governing body is responsible for key corporate decisions such as setting the corporation's purpose, electing the Board of Directors, dissolving the company, and certain capital and equity transactions. Shareholders are endowed with the power to define the organization's **purpose, values, and mission** on the statutory document level.

Shareholder meetings happen once a year. The action required to be approved at the shareholders' meeting can also be approved through the written consent of the majority of shareholders. The annual meeting can be skipped if no items are on the agenda.

### Board of Directors

Shareholders appoint the board of directors, which is the main regularly operating corporate governance body. The board is responsible for all strategic decisions and operates under By-Laws and a Certificate of Incorporation.

The **Board of Directors** serves as the highest governance body responsible for defining, approving, and overseeing the organization's plan and strategy and ensuring that they align with the **purpose, values, and mission set by shareholders**. It also ensures that company development aligns with the company's commitment to **sustainable development**.

Key responsibilities include:

- **Developing and Approving Corporate Mission and Values:** The Board ensures that the company's mission and values reflect its commitment to **economic, environmental, and social sustainability**.
- **Integrating Sustainability into Corporate Strategy:** Sustainable development principles are embedded into business strategies, ensuring responsible corporate behavior and long-term value creation.
- **Including goals and key performance indicators** related to environmental and social sustainability.

### (GRI 2-12)

The competence of the Board of Directors is defined in the statutory documents and is separated from the competence of DataArt's executive bodies, which manage its day-to-day activities.

### (GRI 2-16)

The Board of Directors keeps abreast of critical issues through a specialized system to support the governing bodies' activities. Once information on critical issues is received, all Board of Directors members are sent a special notification. In the reporting year, there were no critical sustainability issues that would require the involvement of members of the Board of Directors.

### Executives and Executive Board (GRI 2-9, 2-12, 2-13)

Executives and the Executive Board manage daily operations, implement company plans and strategies, and follow BOD and Shareholders' resolutions. They develop internal policies, ensure compliance, and implement control measures. Executives report directly to the BOD.

- **President (CEO)** — The highest-ranking executive responsible for implementing the company's strategy, managing overall operations, and ensuring alignment with the Board's directives. Signee acting on behalf of the Company.
- **Managing Director(s)** — Senior executives overseeing specific business units or regions, ensuring operational efficiency, and executing corporate objectives.
- **Corporate Secretary** — Ensures proper and accurate maintenance of corporate books and records.
- **Chief Financial Officer (CFO)** — Oversees financial planning, risk management, and reporting, ensuring financial health and regulatory compliance.

**Executive Board (Board of Partners)** — A corporate body appointed by the CEO, composed of experienced staff members. This board assists the CEO and other executives in day-to-day management, strategic execution, and decision-making to enhance operational efficiency and corporate performance.

The **Board of Partners** serves as a key corporate governance body responsible for **overseeing** the organization's impact on the **economy, environment, and people**. It ensures that the company operates responsibly and sustainably while aligning business strategies with stakeholder interests and regulatory requirements. The Board of Partners actively monitors the company's performance in economic, environmental, and social dimensions, ensuring that corporate policies and actions contribute to long-term value creation and ethical business practices.

- **Setting Policies:** The Board approves the organization's sustainability policies and procedures, ensuring alignment with BOD guidance and regulatory requirements.
- **Updating and Adapting Strategy:** The Board regularly reviews and updates corporate policies and goals to address emerging risks, market shifts, and sustainability challenges.
- **Budget management oversight.**

#### Sustainability management <sup>(GRI 2-12, 2-13, 2-14)</sup>

Sustainability-related powers are distributed between the Board of Directors, the Executive Board, and the President and other executives.

At DataArt, the Environmental and Social Compliance Officer (ESCO) is responsible for sustainability reporting. At this point, it is considered to be a part-time job. On June 22nd, 2020 the role was assigned to Andrey Shklyarov, acting Chief Compliance Officer at DataArt. ESCO is a member of the Sustainability Committee coordinating sustainability activities at DataArt.

## About the Report

Aspect	GRI Standard	DataArt reply
Reporting period	2-3	2024
Date of most recent report	2-3	May 2023
Reporting cycle	2-3	Annual
Claims of reporting in accordance with the GRI Standards	2-3	This report has been prepared concerning the GRI Standard
External assurance	2-5	No
Restatements of information	2-4	GHG emissions of 2019-2023 updated to take into account new emissions factors
Executive-level responsibility for economic, environmental, and social topics, the highest governance body's role in sustainability reporting	2-13, 2-14	At DataArt, the Environmental and Social Compliance Officer (ESCO) is responsible for sustainability reporting. At this point, it is considered to be a part-time job. On June 22nd, 2020 the role was assigned to Andrey Shklyarov, acting Chief Compliance Officer at DataArt. ESCO is a member of the Sustainability Committee coordinating sustainability activities at DataArt.
Contact point for questions regarding the report	2-3	Sustainability@dataart.com

## Addendum 1

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## Addendum 2

### Scope 1, 2, and 3 GHG Emissions, Metric Tons of CO<sub>2</sub>e

Nº	Category	Scope	2019	2020	2021	2022	2023	2024	Change % 2024/2023
1	Reserve generators	Scope 1 (direct emissions)	0,4	0,0	0,0	12,4	7,0	15,4	119%
2	Electricity and heat purchase and consumption	Scope 2 (market-based)	2 664	1 565	1 998	1 328	1 471	716	-51%
3		Scope 2 (location-based)	2 657	1 574	2 004	1 332	1 426	1 077	-24%
4	Consulting	Scope 3 category 1	148		189	148	169	127	-25%
5	Marketing&PR	Scope 3 category 1	79	51	92	102	104	63	-39%
6	Catering, meals and other pantry supplies	Scope 3 category 1	58	19	32	72	98	124	26%
7	Events and entertainment	Scope 3 category 1	59	14	40	40	72	75	5%
8	Promotional materials	Scope 3 category 1	26	23	36	49	35	27	-24%
9	Telecommunications and postal services	Scope 3 category 1	5	5	5	7	10	14	38%
10	Office renovation	Scope 3 category 1	11	5	0	2	3	2	-28%
	Purchased goods and services	Scope 3 category 1	385	116	394	421	492	433	-12%
11	Furniture	Scope 3 category 2	40	24	3	131	136	0	-100%
12	IT hardware	Scope 3 category 2	418	213	1 010	1 279	372	270	-27%
13	T&D losses	Scope 3 category 3	208	52	48	65	89	85	-5%
14	WTT generation and T&D	Scope 3 category 3	271	150	142	58	33	33	0%
15	Emissions from office waste	Scope 3 category 5	51	20	20	20	19	19	3%
16	Business-travels	Scope 3: category 6	941	194	264	417	468	570	22%
17	Business-travels (with vendor program offsets)		941	194	264	417	468	320	-32%
18	Hotels		366	62	131	210	175	84	-52%
19	Colleague commuting	Scope 3 category 7	3 120	610	990	990	601	791	31%
20	Fugitive emissions from air conditioning	Scope 3 category 8	67	66	66	66	66	66	0%
	Total Scope 3 GHG Emissions	Scope 3	5 867	1 506	3 067	3 657	2 451	2 098	-14%
	Total GHG Emissions	Scope 1,2,3	8 531	3 071	5 064	4 997	3 929	3 079	-22%