



# avenga ESG report 2022



# Letter from our CEO

Dear reader,

I am grateful for your interest in Avenga's ongoing efforts toward Environmental, Social, and Governance (ESG) initiatives. As a global digital transformation and custom software development company, Avenga remains steadfast in its commitment to driving positive change and making a tangible difference. In line with these goals, we have gathered and analyzed relevant data to track and quantify the outcomes of our ESG initiatives, and it is with great pleasure that we share our recent progress with you today.

Among the many highlights worth pointing out in 2022, we successfully organized and executed over 40 charitable projects, spanning crucial areas such as healthcare, education, and social welfare. It fills us with pride to report that our programs garnered active participation from hundreds of our dedicated professionals and touched the lives of countless individuals.





Amidst the gravity of the Russia-Ukraine war, we prioritized the safety and well-being of our Ukrainian based professionals. Altogether, Avenga dedicated over 2 million dollars to support Ukraine and its people during these challenging times. Our dedicated team worked tirelessly to ensure that our affected professionals had the necessary resources and support to navigate any potential risks associated with the conflict.

In line with our commitment to ensuring the highest data security and privacy standards, we extended our ISO/IEC 27001:2013 certification across our key offices worldwide. This accomplishment reflects our unwavering determination to safeguard sensitive information and uphold the trust our clients and partners place in us.

Furthermore, we are delighted to share that Avenga has taken significant strides in promoting diversity and inclusion within our organization. With the appointment of Malgorzata Wisniewska as our Chief Operating Officer, we welcomed the first woman to our C-level executive team. Additionally, Anna Szyperek became Country Director in Poland. In combination with many other advancements, this fosters a more inclusive and equitable work environment and underscores our commitment to gender equality and women's empowerment.

Looking ahead, Avenga remains committed to expanding and deepening our charitable initiatives. Early this year, we introduced a comprehensive Code of Conduct as a guiding framework for ethical behavior and responsible business practices.

None of the achievements we accomplished in 2022 would have been possible without our professionals, and the unwavering support and collaboration of other stakeholders. Their trust and commitment to our shared vision have been instrumental in galvanizing our progress.

I invite you to delve deeper into our comprehensive ESG report, where you will find detailed insights into our initiatives and gain a deeper understanding of our present achievements and future aspirations.

Thank you for your continued trust!



Sincerely,  
Yuriy Adamchuk, Avenga Group CEO



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# A glimpse into Avenga

**4300+**

Digital  
transformation  
experts

**410+**

Clients served

**20+**

Years of  
cumulative  
experience

**31**

Locations  
worldwide

**3**

Years since  
Avenga's  
inception

## Governance

Our organization's corporate governance structure is designed to guarantee effective oversight and decision-making. Led by our Chief Executive Officer (CEO), Chief Operating Officer (COO), Chief Financial Officer (CFO), Chief Technology Officer (CTO), and Chairman of the Supervisory Board, our leadership team plays a pivotal role in guiding our ESG efforts. They promote ethical conduct, stakeholder inclusivity, and proactive risk management.

## Social responsibility

Our social responsibility extends to the broader communities where we operate. We decidedly seek ways to address pressing social concerns. Whether it's about support for local schools, partnerships with nonprofit organizations, or participation in environmental initiatives, Avenga takes a hands-on approach and leverages its relevant resources and skills to create lasting change. In addition, our company prioritizes equal opportunities for all professionals. We believe in fostering a diverse and inclusive workplace where every individual has the chance to thrive. In 2022, our company organized more than 40 charitable projects, each aimed at making a tangible difference in the lives of individuals and communities. These initiatives spanned a wide range of causes, including education, healthcare, and social welfare.



# Response to the Russia-Ukraine war

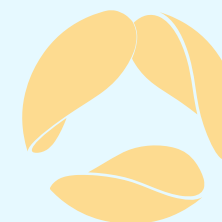
When Russia attacked Ukraine, we witnessed the emergence of truly remarkable grassroots initiatives within our company. Avenga professionals came together, drawing strength from one another and harnessing their collective talents and expertise to face the challenges head-on.



All in all, Avenga spent more than 2 million dollars to support Ukraine in 2022 and our people. We invested in the company infrastructure to ensure we could operate from the most secure environment and provide continuous services from most of our offices in Ukraine. We worked numerous hours during missile threat alerts and blackouts, yet we never compromised on our commitments to our customers. The bottom line is that we were tempered by the war and emerged stronger than ever before. Privately organized, Avengas from Ukraine, Poland, and Germany raised several hundred thousand dollars to support all kinds of projects. With additional support from the company, the money was used to buy a fire truck, ambulances, tactical aids, walkie-talkies, Starlinks, and truckloads of medical equipment and other humanitarian aid."

shares Yuriy Adamchuk, Group CEO of Avenga.

Recognizing the power of collective action, Avenga's teams organized donation campaigns and charitable events to support causes aligned with our dedication to create a positive impact. From First Aid training sessions to animal support initiatives, we strove to be helpful in the most sensitive areas of life. And, Avenga is fully committed to sustaining and expanding these efforts.





# ESG at Avenga

At our company, we have embraced the responsibility to contribute to a sustainable and inclusive future where **equal opportunities, social funding, and active governance** play pivotal roles. These three interconnected sections of our ESG report reflect our devotion to fostering a workplace that values diversity, makes positive social contributions, and deploys robust governance practices. In the following sections, we will take a closer look at these essential elements of our DNA:



## Equal opportunities

- Avenga Ukraine | Poland | Germany | Malaysia benefits policy
- Women’s representation and international diversity at Avenga

## Social funding

- Health, safety, and wellbeing programs
- Charitable initiatives

## Active governance

- SeeHearSpeakUp
- Social media and internal communication policy
- Code of Conduct
- ISO certification



# Equal opportunities

Analyzing the representation of women within our company is essential to our ESG commitment. We track several key factors to assess progress and foster inclusivity, including the gender distribution ratio and the number of women in managerial positions at all levels. This approach greatly contributes to our understanding of the gender dynamics within our organization and allows us to identify areas for improvement.

## Gender distribution at Avenga

Our operations span multiple countries and continents, and we recognize the importance of understanding gender distribution in each location. We regularly analyze the representation of women within our workforce in different countries in order to identify any regional disparities. This assessment helps us tailor diversity and inclusion strategies to address specific challenges, and create a more equitable environment globally.

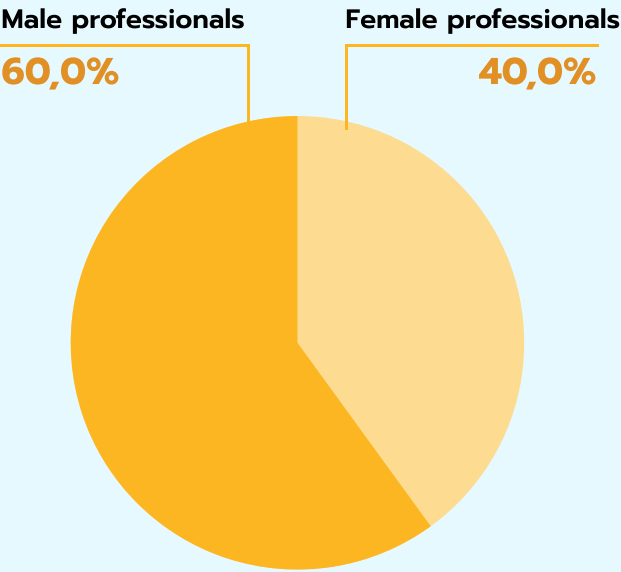
We are glad to share that in 2022 the women ratio at the C-Level increased from 0% to 25%, while the global share of women in leadership roles in the technology sector is 24% (Global Gender Gap Report 2022, World Economic Forum). At the Managing Director level, we have three women among a team of 13 people, which comprises roughly 23% of the team.



The representation of women at Avenga, as of 2022, differs in the different countries; however, we are happy to announce that in most of them, the shares of female professionals are higher than the average number in the local IT sector:

**Avenga Malaysia - 36%**

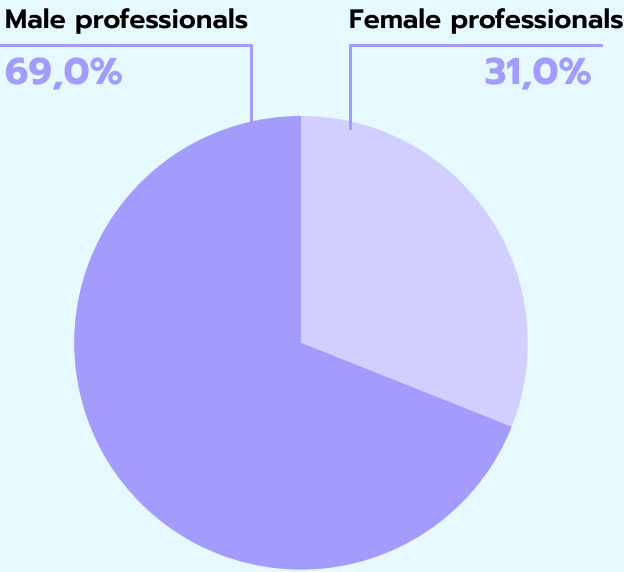
while the average ratio is 30% of the workforce in the IT sector in Malaysia, according to the Malaysia Digital Economy Corporation (MDEC), as of 2021.



Gender distribution at Avenga Malasia

**Avenga Germany - 32%**

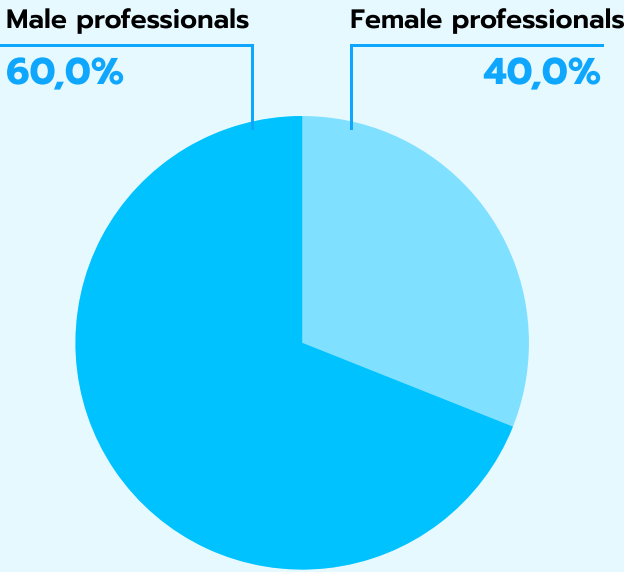
which is significantly higher than the overall female employment rate in the IT sector in Germany according to a report published by the German Federal Statistical Office in 2020, where women made up only 15.9% of professionals in the IT sector in Germany.



Gender distribution at Avenga Germany

**Avenga Ukraine - 31%**

According to the DOU Market Research, in 2022, women made up approximately 23,4% of the total workforce in the IT sector in Ukraine.



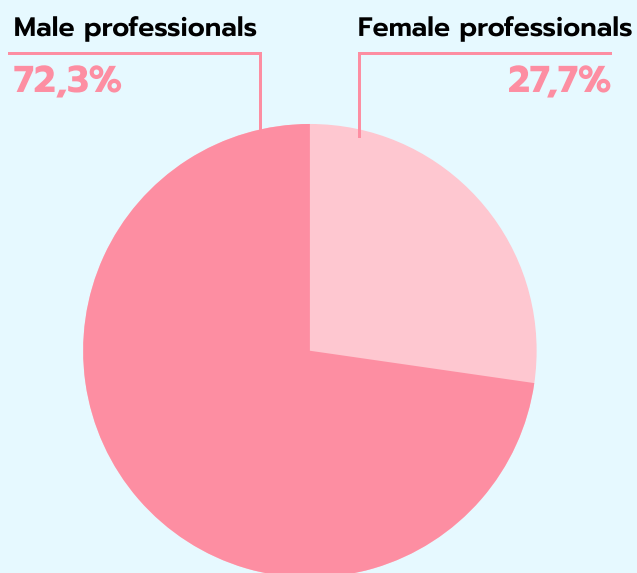
Gender distribution at Avenga Ukraine





## Avenga LATAM - 28%

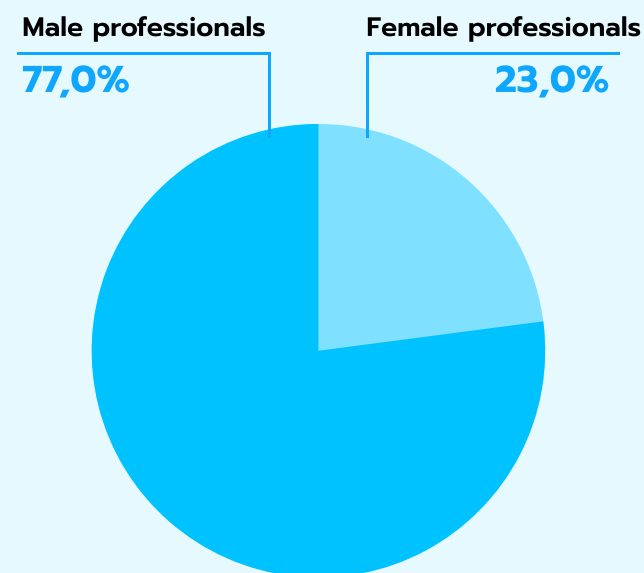
According to a report by the Center for the Implementation of Public Policies for Equity and Growth (CIPPEC), a non-governmental organization based in Argentina, women made up less than 25% of the specialized employment in Science and Technology (S&T) in the country in 2022.



Gender distribution at Avenga LATAM

## Avenga Poland - 23%

an increase from 2021. According to a study by the Polish Chamber of Information Technology and Telecommunications (PIIT), as of 2020, women make up around 25% of the workforce in the IT sector in Poland.



Gender distribution at Avenga Poland



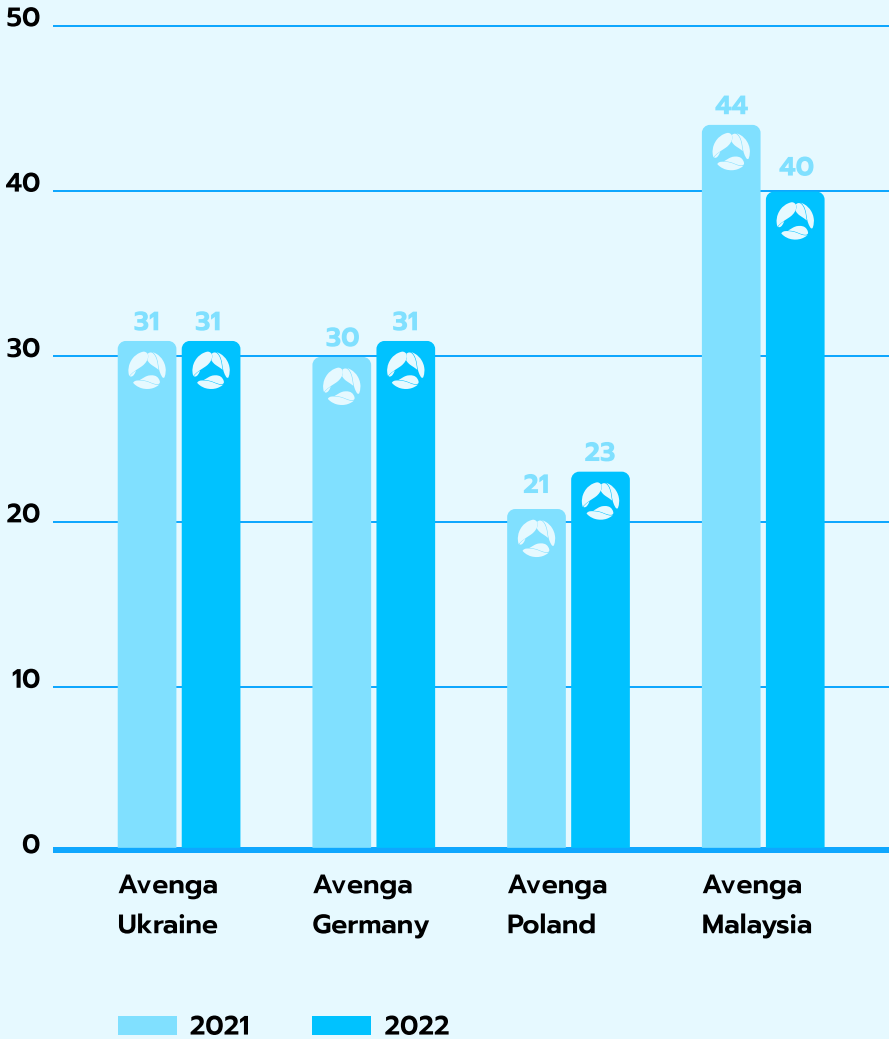
# Evolution of women's representation over the years

We acknowledge the positive trajectory towards a broader female representation at Avenga. However, we also pay close attention to the existing gaps and challenges that may hinder female professionals' progress. In 2022, we actively worked to tackle any systemic or cultural barriers that may have prevented our female professionals from progressing. This strategy included ongoing assessments of our recruitment processes and a commitment to creating a more inclusive workplace culture.

Fluctuations in the number of women within Avenga can occur for several reasons, including external market conditions, workforce dynamics, and industry trends. That's why we leverage proactive measures that promote gender diversity and inclusion. We strive to attract and retain talented female professionals by providing equal opportunities for career growth, professional development, and leadership roles.



Percentage of female professionals in 2021-2022



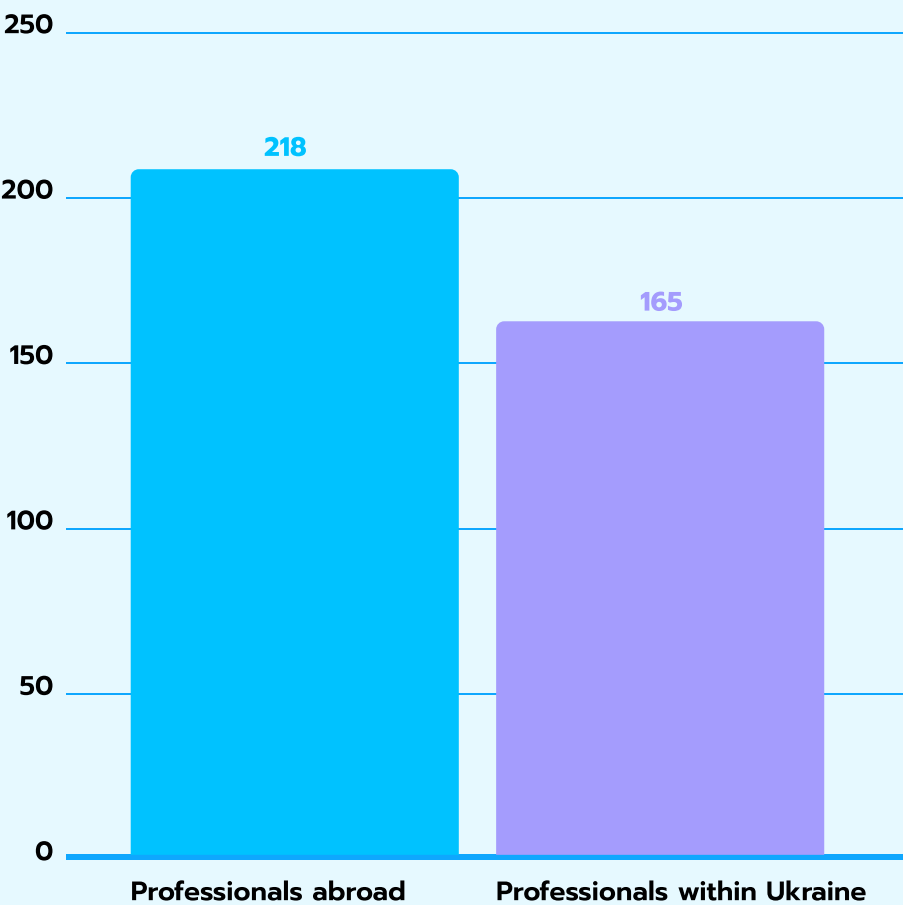


# Social funding

## Safety programs

The first and the highest priority in the early days of 2022 was the safety of our professionals affected by the Russia-Ukraine war. Avenga implemented a comprehensive relocation program to support our team members in this crisis. We identified the potential safety risks and logistical challenges associated with relocation, and then developed a well-rounded relocation strategy that provided housing arrangements in safe places for 500+ professionals in locations worldwide, including Ukraine and Poland. The company has assisted over 300 people in Ukraine with shelter in Lviv and the Carpathians, where they could find safety. Over 200 women and children have been relocated to Poland; this number includes the wives and children of our colleagues, as well as our female specialists from Avenga Ukraine and Perfectial which is powered by Avenga. Our company also provided for the financial support associated with the evacuation abroad and within Ukraine for 380+ professionals.

Number of bonuses paid to evacuated professionals



As we approached the end of 2022, Russia launched a series of devastating strikes on Ukrainian infrastructure, by targeting the energy grid. In response, 115 Avenga team members found refuge and safety in the Carpathian Mountains. Our company ensured comprehensive financial coverage for major relocation expenses. This included emergency accommodations and essential supplies for the duration of their stay in the Carpathians.

Returning back to the early days of the full-scale war, our collective efforts allowed us to raise an impressive 2.4 million UAH for the Armed Forces of Ukraine. We continued our support by transferring an additional 50,000 Euros to bolster the capabilities of Ukraine's defenders. Avenga's professionals all over Ukraine volunteered in centers for displaced people, weaved camouflage nets, and prepared meals for those in need. It was inspiring to see our professionals joining hands to make a difference during such a difficult time.



# Health & well-being programs

Additionally, we prioritized emotional and psychological support in 2022 as part of our comprehensive approach to our colleagues' well-being. In response to the unprecedented challenges in Ukraine, Avenga offered counseling services and implemented community-building initiatives. Our mental health program provided professionals and their family members with three consultations at the expense of the company, and opened up access to professional support during this devastating time. Through these confidential counseling sessions, 45 professionals had a safe space to express their concerns, process their emotions, and receive professional guidance.

In Avenga's consistent commitment to our professionals' well-being during the war, we have also undertaken several additional initiatives to provide support and resources. They garnered significant participation and addressed various aspects of coping with the effects of war.



Through webinars, non-tech talks, and interactive sessions, we aimed to enhance the emotional well-being of our team, equip parents with the skills to support their children, promote critical thinking, further emergency preparedness, and foster personal resilience among our professionals. In this section, we will illustrate each of the abovementioned initiatives:



Initiative	Purpose	Number of participants
Psychological support in times of war	<ul style="list-style-type: none"> <li>• Enhance coping strategies and emotional well-being</li> <li>• Improve mental health awareness and self-care practices</li> <li>• Empower professionals to seek professional help when needed</li> </ul>	20+
Helping children cope with the war	<ul style="list-style-type: none"> <li>• Equip parents with tools and techniques to support their children's emotional well-being</li> <li>• Facilitate open discussions and knowledge-sharing among parents</li> <li>• Address common concerns and provide reassurance</li> </ul>	20
Media awareness: Navigating war-related news without becoming overwhelmed	<ul style="list-style-type: none"> <li>• Promote media literacy and critical thinking skills</li> <li>• Empower professionals to effectively navigate and evaluate media sources</li> </ul>	40+



Survival in a time of war	<ul style="list-style-type: none"> <li>Educate professionals about emergency preparedness and self-protection</li> <li>Foster a sense of confidence and control in unpredictable circumstances</li> </ul>	150+
Psychology of wartime: How to win the war inside you	<ul style="list-style-type: none"> <li>Explore strategies for personal resilience and inner strength during times of war</li> <li>Provide practical tools to manage stress, anxiety, and other emotional challenges</li> </ul>	40+
Live psychology sessions webinar		40+
Total number of participants:		~310

These initiatives engaged a diverse group of participants, with over 20 professionals attending webinars on psychological support, children's well-being, and media awareness. Additionally, we have seen strong participation in sessions focused on survival during wartime and personal resilience development, with approximately 150 and 40 participants respectively.





# Charitable projects by Avenga

This section highlights the inspiring charitable initiatives undertaken by our company throughout the year. From volunteer activities to fundraising campaigns, Avenga embraced opportunities to support causes aligned with our values. Join us as we reflect on these impactful and memorable events in 2022 and the enduring legacy they have left behind.





# Charitable projects by Avenga Poland

## Christmas support for the Mr Tomasz family

In our responsibility to give back to the community, we organized a charitable initiative to support the Tomasz family during the 2022 Christmas season. For the fourth consecutive year, we collected donations and extended our assistance to this remarkable family that resides in Kraków.

Mr. Tomasz' life took an unexpected turn when he experienced a debilitating accident that resulted in a damaged spinal cord that left him reliant on a wheelchair for mobility. The challenges of quadriplegia brought forth various difficulties and hardships. Mr. Tomasz also faced the daunting diagnosis of malignant kidney cancer, which added to the burden he and his family carried.

Avenga organized a collection drive to provide Christmas support to the Tomasz family. The funds and resources gathered were utilized to alleviate some of their financial complexities and bring joy to their lives during the holiday season.



## 30th Grand Finale of the Great Orchestra Christmas Party

Avenga also actively participated in the 30th Grand Finale of the Great Orchestra Christmas Charity (WOŚP) through an online Poland piggy bank collection. The Great Orchestra Christmas Charity is a renowned charity organization that supports various healthcare causes and provides medical equipment to hospitals across Poland. During the online piggy bank collection, our team successfully raised a total of **2,895** PLN for the charity.

## Hospital Food Delivery

With gratitude and appreciation, Avenga's team arranged lunch deliveries to a hospital in order to make sure that the hardworking healthcare professionals had access to wholesome meals during their shifts. Witnessing the smiles on the faces of these remarkable individuals was truly heartwarming.



## Support to Ukraine

During the crisis of war, we offered our Ukrainian colleagues and their families our logistical support and brought over 300 of our Ukrainian professionals and their families to Poland. We also organized a spontaneous fundraising campaign which we launched expediently on February 26th.

The response was overwhelming, with 152 individuals coming forward to contribute. In just one month, we surpassed our initial fundraising goal by an incredible 236%. The outpouring of support from our professionals was not limited to monetary donations alone. In-kind collections were organized, gathering vital supplies such as medicines, cleaning products, personal hygiene items, food, clothing, mattresses, quilts, blankets, and toys. These donations were then carefully sorted and delivered to the designated collection point in Bielsko-Biała, Poland.

Our Polish team raised a remarkable total of **35,530** PLN. With a deep understanding of the pressing needs, we also allocated 21,451 PLN for the purchase of 100 tactical first aid kits, 40 walkie-talkies (including transportation), and clothing for the families of our Ukrainian colleagues residing in Poland.



## “Little Programmers” initiative

During this initiative, one of our specialists had the opportunity to visit a primary school in Zielona Góra and teach programming. Little Programmers was designed to captivate young learners' imaginations and provide valuable insights into the fundamentals of this discipline.

## Charity Run "Bieg Firmowy"

The purpose of this Charity Run was to raise funds and awareness for the Everest Foundation, an organization dedicated to improving the lives of children with disabilities. In 2022, our collective efforts empowered us to support children in 10 wards of the Everest Foundation.

## Children's Day Support

In celebration of Children's Day, we embarked on a heartwarming initiative to bring smiles to the faces of the pupils at the Special School Complex in Łbiska – Pęcchery. With the support of our team, Avenga organized the purchase of educational equipment, games, and sweets, amounting to a total of 3,000 PLN.

## Family picnic with the Marrow Team

In the summer of 2022, one of Avenga's branches organized an annual family picnic that was held in partnership with the international DKMS Foundation, a leading organization dedicated to fighting blood cancer. A key highlight of the event was the presence of the Marrow Team, a group of passionate volunteers from the DKMS Foundation who work tirelessly to raise awareness and find potential stem cell donors. They set up an information stand where they shared their personal experiences and stories, and encouraged individuals to register as potential donors. Attendees also had the opportunity to interact with the Marrow Team and gain valuable insights into the foundation's activities and their impact on those affected by blood cancer. In alignment with our commitment to supporting charitable organizations, Avenga contributed 5,000 PLN to the DKMS Foundation.





## Support to Ukraine with “Avenga hilft”

Following the spontaneous fundraising campaign launched by our professionals on February 26th, Avenga Poland took a step further in extending its support. We made a significant money transfer of almost 3,000 Euros to “Avenga hilft,” a non-profit organization founded by Avenga’s management and professionals. Later on, our assistance went beyond the borders of Poland. In Germany, a painting sale was organized, generating 5,000 Euros in funds. After combining this amount with the donation from Avenga Poland, we had the opportunity to support an orphanage (children's home) in Ukraine that was in dire need of washing machines and dryers.

## Shelter support

A ten-person team from Avenga Poland renovated the walls inside a suburban shelter for homeless animals in Józefów. As a gift, we left a voucher for vet services along with some delicious sausages for animals. Through our actions, we encouraged others to get involved; two new volunteers joined the shelter's support efforts, eager to contribute their time and resources to this noble cause. This growing engagement demonstrated the power of collective action and the willingness of individuals to make a difference.



## Charity Activity: "Poland Business Run"



This run, organized by the Poland Business Run Foundation, was a remarkable example of an initiative that promotes social inclusion and empowers individuals facing musculoskeletal disabilities. The "Poland Business Run" embodied a platform where individuals from various organizations came together to run for a meaningful cause. It promoted physical fitness and well-being, and helped raise funds to support the foundation's vital initiatives.

## Sensory gardens for Cracow special primary school



Our colleagues in Poland actively participated in a volunteer project centered around the development of therapeutic gardens in collaboration with a special primary school in Cracow. The therapeutic gardens project is an endeavor driven by the dedication and creativity of local teachers. Their passion for providing their students with an enriching and therapeutic experience inspired us to join forces. With careful planning and collaboration, we worked alongside the school staff in preparing the designated space. This included clearing and leveling the ground, and building a safe and accessible foundation for future gardens.

## Painting in the orphanage near Poznan



A group of 13 dedicated professionals from our Poznan office volunteered their time and creativity at a local orphanage. The aim of our volunteer project was to brighten the living spaces of the orphanage and create an environment that fosters joy, inspiration, and a sense of belonging for the children residing there. Armed with paintbrushes, rollers, and an abundance of enthusiasm, they embarked on a mission to transform the house's rooms into vibrant and welcoming spaces. Over the course of several days, our volunteers carefully painted four rooms, infusing them with color.

## Santa Claus for the animals



At the end of 2022, our Polish team launched a heartwarming initiative called "Santa Claus for the Animals." We arranged a pet food purchase for two organizations caring for animals. Unexpectedly but in parallel, one of our remarkable colleagues participated in an extraordinary fundraising event. She joined a group of individuals who rowed along the Moltawa River, attracting attention in order to raise awareness and gather support for local animal foundations. With every stroke of the oar, she inspired others to contribute to the cause.

# Single Mother Home support

With the holiday season approaching, we wanted to ensure that these brave and resilient mothers, who often carry the weight of their responsibilities alone, could experience the joy and warmth of Christmas. Our professionals rallied together to purchase groceries and essential household items, including cleaning supplies and personal care products, for the Single Mother Home. The support we provided was not just limited to material goods though. It was a symbol of solidarity and care, a reminder to these remarkable women that they are not alone in their journey.

# Noble Gift collection

Our team members rallied their efforts and collected funds to purchase presents for a 6-person family residing in a town near Warsaw. Recognizing that many other families in the region may be facing financial hardships, we also decided to extend our reach. The company purchased shopping vouchers for an additional five families from the same region, providing them with the means to purchase essential items and enjoy a more comfortable holiday season.

# Screw top collection for a good cause

As a part of our annual program, we have been encouraging our professionals to collect plastic screwtops across all the Avenga offices in Poland. Every quarter, we gather the collected screwtops and direct their proceeds to support the parents of a disabled boy in their efforts to purchase rehabilitation equipment. The actions of our team members have resulted in the collection of approximately 30 kilograms of plastic screwtops.



# Charitable projects by Avenga Ukraine

## Brave hryvnia

In the months of August and September 2022, Avenga actively participated in the inspiring "Brave Hryvnia" charitable initiative, which is a collaborative effort led by the National Bank of Ukraine, along with its partners, Oschadbank and PUMB. Over the course of two months, the halls of our offices resounded with the clinking of coins as professionals joined forces to donate their spare change. We achieved an astounding collection of 6,822.55 UAH!

## Avenga's scholarships for UCU students

In 2022, Avenga provided a significant scholarship fund to support four gifted students at Ukrainian Catholic University (UCU). With an annual amount of 8,000 dollars allocated for each student, we aimed to alleviate the financial burdens associated with higher education and create opportunities for academic growth and personal development.





## Parking sale

In collaboration with the UAID foundation, we organized a remarkable charity event called the Parking Sale. It brought together the Avenga team and several neighboring IT companies, including ABTO Software, KindGeek, and Just Answer. The Parking Sale was not just an ordinary garage sale. It was a vibrant platform where Avenga professionals and other participants generously donated various goods, ranging from household items to electronics, to clothing and more. The Avenga team successfully gathered an impressive amount of 180,000 UAH. However, our dedication to creating a lasting impact drove us to go further. Our company raised the bar by donating an additional 300,000 UAH, which led to a total contribution of 480,000 UAH.

## Avenga charity store

At the beginning of September 2022, we opened a charity shop that offered our professionals a selection of branded souvenirs. The concept behind the charity shop is simple yet impactful. Each professional can purchase an item from the shop by transferring their payment to one of the selected charitable organizations. This approach allowed our professionals to actively participate in supporting causes that resonate with them personally. In the end, we collected 56,000 UAH, a testament to the determination and compassion of our Avenga team.

## Charity events

Our team from Ukraine launched a series of charity events dedicated to different technical domains, namely the Salesforce Charity Event, JS Charity Event, DevOps Charity Event, and IT Career Charity Event. The response and participation in these initiatives were amazing, with more than 160 individuals joining us to support the initiatives. Through their active involvement, we raised a total of 20,000 UAH that was donated to the UAID fund; a foundation dedicated to addressing pressing social issues and making a meaningful impact in our Ukrainian communities.

## Career summer with Avenga

As a month-long program, a "Career Summer" initiative was designed to guide and support individuals in Ukraine who were seeking a career change. The experts from our Recruitment and HR Departments stepped forward to offer their expertise and valuable insights. Their mission was to assist and empower Ukrainians in their quest for a fulfilling and meaningful career transition into IT. In 22 days, our 18 specialists conducted more than 120 free counseling sessions. These sessions provided individuals a safe space to discuss their career aspirations, challenges, and concerns. Our specialists offered personalized advice, shared industry knowledge, and provided practical tips to help them navigate the complexities of a career change.

## Net weaving station

Our Lviv office took on a unique initiative known as the "Net Weaving Station" in order to support the Armed Forces of Ukraine. Camouflage nets play a crucial role in safeguarding the lives of our soldiers, as they provide them with vital protection. Over the course of our initiative, we successfully and meticulously hand-wove three camouflage nets, each measuring approximately two by three meters.

## Victory Gardens

Building on the historical significance of Victory Gardens during WWII, our team from Ukraine initiated a Victory Gardens project. To kickstart the endeavor, we prepared 180 starter packs for gardening. Each pack contained seeds, soil, planting containers, and basic instructions on how to get started. With this initiative, we wanted to emphasize that even with limited space, such as balconies, windowsills, or small yards, it is still possible to grow nutritious and sustainable food.



## Animal shelter support

During this initiative, our primary effort was to contribute to the larger cause of animal welfare in our Lviv community. We supported the "Home for Rescued Animals" shelter. There, our volunteers engaged in a variety of activities, to include actively participating in dog walking sessions and providing food supplies for the animals.

## Lecture for students at the Ukrainian Catholic University

Avenga remained dedicated to supporting educational initiatives and nurturing talent in the communities where we operated in 2022. In November, our colleagues from Avenga Ukraine delivered a free lecture to the students of the Media Communications Master's Program at the Ukrainian Catholic University. They shared their expertise and provided an overview of the operations and strategies employed at Avenga. As a result, 25 students gained valuable knowledge and guidance for their future careers.

## First Aid training sessions

Avenga organized First Aid training sessions in several of our offices across Ukraine, including Lviv, Cherkasy, Poltava, Khmelnytskyi, and Ivano-Frankivsk. In Lviv alone, we conducted seven comprehensive courses bringing together a total of 70 participants. These training sessions served as a source of practical and theoretical knowledge on the various aspects of First Aid, including CPR (Cardiopulmonary Resuscitation) and basic wound care.



# Gifts for children and the elderly on St. Nicholas Day

In collaboration with the Maltese Aid Service and the Starist na Radist project, our professionals contributed to making a difference in the lives of 40 individuals on St. Nicholas Day. Our Ukrainian team made gifts for both children and elderly individuals. Via initiatives like the "Gifts for Children and the Elderly on St. Nicholas Day," we strive to foster a culture of empathy and social responsibility.

# Avenga Radio

Our professionals in Ukraine raised funds for the needs of one of our mobilized colleagues in December 2022. They ordered their favorite tracks on the radio and donated money, ultimately accumulating an impressive sum of 125,000 UAH. These funds went directly toward the specific needs of our Avenga professional serving in the Armed Forces of Ukraine.



# Corporate support during the war

Our relocation program has yielded significant support for both our professionals and the communities we operate in. It provided:

- Free accommodations in hotels for our Ukrainian colleagues and their families for their first stay Poland
- Assistance in finding lodging for an extended period
- Full access for our Ukrainian specialists to our company offices (in particular, in Krakow and Warsaw)
- Counseling about settling into a new place
- Financial aid for relocated specialists
- Bus transfers from Lviv to a hotel in Poland

Avenga’s international team has also offered options for accommodations with animals in several hotels. We also equipped our offices with everything necessary for a comfortable stay for our Avenga specialists who traveled from the Eastern regions of Ukraine. Hence, they could visit any of our offices and rest, have a meal, spend the night, and then continue on their way to safety. Our “shelter-stations” served more than 200 people.



# Relocation program during blackouts

Avenga provided accommodations, and workplaces equipped with generators and Starlink in a relatively safe region (Carpathian mountains) for professionals affected by electrical blackouts in Ukraine. Gratefully, 115 professionals and their family members participated in this program.

# Sustainability initiatives in Ukrainian offices

In Ukraine, we have implemented numerous initiatives in order to promote sustainability and environmental consciousness within our operations. They illustrate our devotion to reducing waste, conserving resources, and minimizing our ecological footprint as we:

Recycle secondary raw materials (paper, glass, plastic, batteries, light bulbs, etc.)

Use napkins and paper towels made from recycled raw materials

When available, make use of eco-friendly products for cleaning purposes

Save electricity with motion sensors set in commonly visited areas

Have energy-saving lamps for lighting

Embrace digital solutions for signing non-disclosure agreements (NDA)





# Charitable projects by Avenga Germany

## Humanitarian support from “Avenga hilft”

“Avenga hilft”, a non-profit organization based in Cologne, has undertaken several initiatives to provide essential support and assistance to individuals and organizations in need. All donations collected in 2022 for this organization were allocated 100% towards providing humanitarian aid to Ukraine and supporting individuals who have been displaced due to the crisis.

Our colleagues from Germany also organized psychological help for traumatized war victims. Through this initiative supported by “Avenga hilft”, we aimed to offer support, guidance, and therapy to those who have experienced the harrowing effects of the war in Ukraine. Understanding the critical role of healthcare infrastructure, we additionally contributed to the improvement of medical facilities there. One notable example is the provision of an X-ray machine for a team of healthcare professionals.

Our commitment to the well-being and safety of those in need drove us to support further “Avenga hilft” initiatives that save lives and minimize harm. Our German team has procured lifting bags for

rescuing the wounded that enable swift and efficient extraction of individuals trapped in challenging circumstances. Furthermore, we have extended our support in supplying essential medicines, medical equipment, and devices to hospitals and children's hospices. With these efforts, we strove to alleviate the burden on healthcare providers and enhance the quality of care provided to vulnerable individuals.

In collaboration with the fire department in Lviv, Ukraine, the German team contributed a turntable ladder vehicle for the greater good. This specialized equipment was designed to ensure the safety of both the firefighters and the community they serve. In this way, we tried to empower the firefighters with the necessary equipment that hopefully helps them carry out their life-saving mission more effectively.

Plus, we showed our commitment to supporting the Children of Heroes organization, which supports war orphans. Avenga donated 10,200 Euros to back up their charitable projects. With this support, we honor the bravery and dedication of these heroes and strive to create a brighter future for their children.

## Donations for women's shelters in Cologne and Berlin

Every year, we invite the women and their children, who are residing in these women's shelters, to share their Christmas wishes. These people have mostly fled from domestic violence and their lives turned upside down. Their wishes become the foundation of our efforts to brighten their holiday season. With the utmost care and consideration, our German team personally purchases the requested items and makes sure that each wish is fulfilled to the best of our ability. In 2022, approximately 30 Avenga professionals carefully selected a woman or child and bought a special present or gift certificate. With around 12 mothers and 15 children typically present in the shelters during Christmas, this gesture of kindness creates an atmosphere of joy and happiness. Amazingly, nearly 50 professionals from our German team donated children's books and toys, while 30 colleagues presented school supplies to the children.



# Charitable projects by Avenga LATAM

Argentina-based InclulT joined forces with Avenga in November 2022, which is why we share a fraction of the last year's projects and are excited to strengthen our ESG efforts in 2023.

## World Animal Day

On the occasion of World Animal Day, InclulT powered by Avenga joined hands with the shelter "Patitas al Rescate." We strove to contribute towards the rehabilitation, recovery, and adoption of homeless animals. We encouraged each team member to share a picture of themselves with their pets. For every professional who participated and shared their cherished moments, InclulT powered by Avenga donated \$200 Argentine pesos to "Patitas al Rescate."



# Learning programs for professionals: Avenga Academy



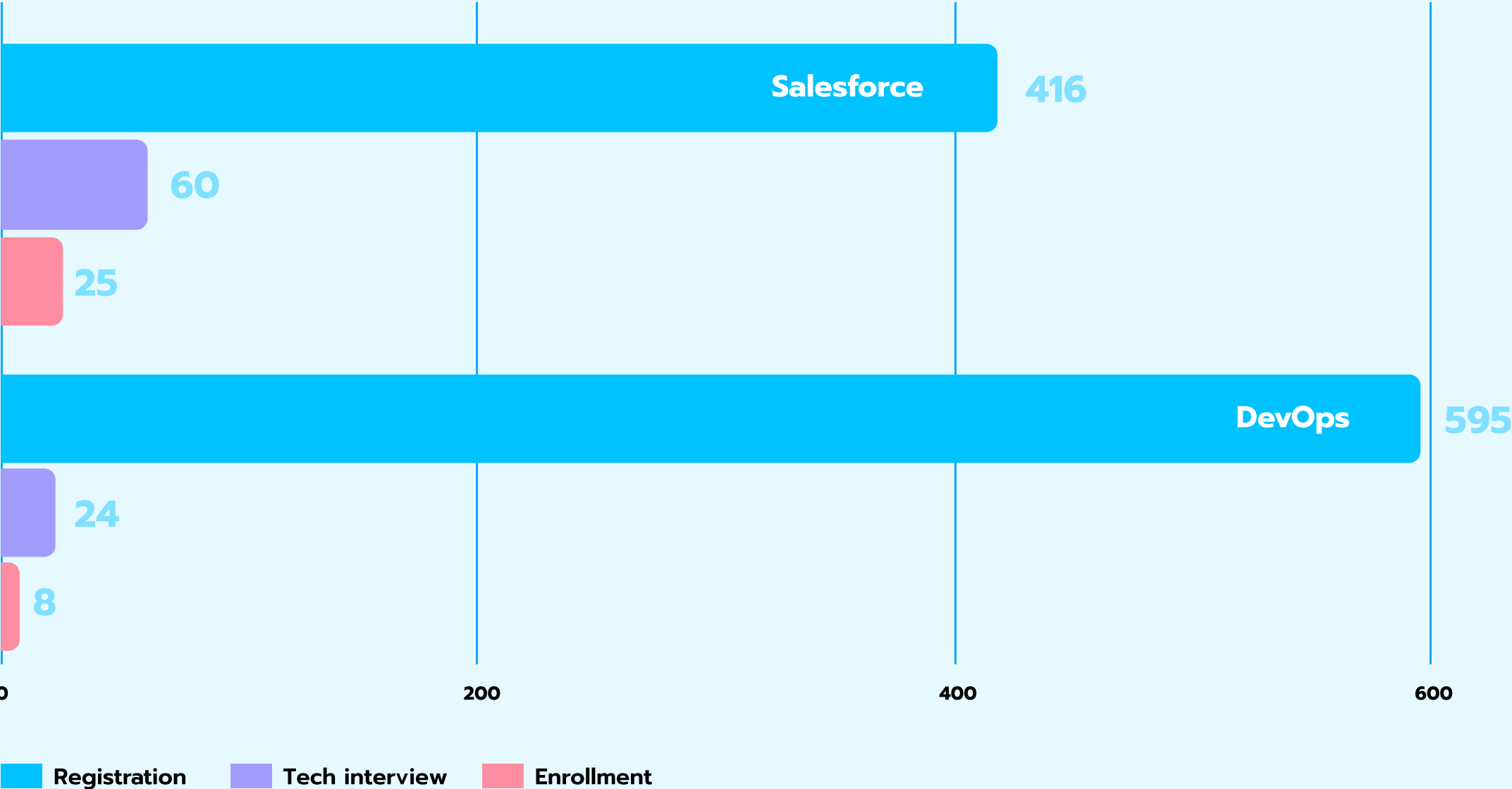
In 2022, our Learning Academy organized a diverse range of educational courses, with a particular emphasis on emerging technologies that shaped the digital landscape. Among the highlights were the highly sought-after Salesforce, Big Data, and DevOps courses. These programs were meticulously designed to equip our professionals with in-depth knowledge and hands-on experience in these crucial areas of expertise.

Learning Academy successfully enrolled a diverse cohort of aspiring professionals and technology enthusiasts. The number of individuals who registered for the Salesforce course reached 416, while 595 individuals showed their enthusiasm by signing up for the DevOps course. The Big Data course statistics are still coming in as we watch for the resulting competency after the course. However, as we strive to maintain the highest educational standards and ensure optimal learning experiences, only a few have completed the rigorous selection process.

Our team was proud to announce that 25 students demonstrated exceptional dedication and commitment, earning their spot in the Salesforce course. Their drive to acquire in-depth knowledge and expertise in Salesforce technologies promises a brighter future for both their professional growth and the company's development. Similarly, we were delighted to welcome 8 students who made it through the selection process for the DevOps course.

Avenga is looking forward to discovering new opportunities in the field of education. We will continue collaborating with industry experts and thought leaders in order to deliver top-notch courses that align with industry trends and demands.

# Percentage of individuals at different stages of selection for Salesforce & DevOps courses





# Compensation and benefits

Avenga recognizes the importance of providing a meaningful benefits policy to our professionals as part of our commitment to their overall workplace experience. We set up country-specific benefit packages that suit local regulations and cultural norms. They take into account local healthcare systems, retirement plans, and other relevant factors that are essential for our professionals' well-being and financial security. However, while our benefits policy varies across our different locations, we strive to offer a universally positive work experience that includes the wishes and expectations of our team.

Depending on the specific country of employment, such as Germany, Poland, Ukraine, Argentina, Portugal, or Malaysia, our professionals can access a range of specific perks, including but not limited to the following:



Annual leave (the number of days varies depending upon the years of service and the country's regulations)

Compensated sick days

Overtime compensation

Salary reviews

Flexible remote working opportunities

Reimbursement for pre-approved professional certification

Relevant technical training and conferences compensation

Knowledge-sharing sessions

Presents for life events and anniversary gifts

Assistance in business travels

Purchase of professional books

Our company strives to guarantee convenient and sustainable transportation options for our professionals. As a result, we provide co-financing of public transportation cards in Cracow, Poland. When it comes to Germany, we share a similar approach and Avenga offers a bike leasing subsidy of 20 Euros per professional and a Deutschlandticket subsidy of 12,25 Euros per person. We also provide a wall-pass fitness cooperation subsidy of 30 Euros per month.

At Avenga Malaysia, when a team member welcomes a newborn into their family, we celebrate this joyous occasion by sending a special gift to express our congratulations. Our team also stands by our professionals in times of unexpected crises or natural disasters, such as floods. Avenga's support may include monetary assistance and essential items, or additional paid leave to help them navigate through the difficulties. Last but not least, when a team member decides to embark on a new journey outside of Avenga, we bid them farewell with gratitude and appreciation, and offer a farewell gift or organize a memorable lunch.



# Active governance

We firmly believe that effective corporate governance is vital for amplifying the trust and confidence of our stakeholders. In this section, we will provide a comprehensive overview of our approach to corporate governance as well as highlighting the relevant gains we achieved in 2022.

## SeeHearSpeakUp

Launched in 2021, Avenga's whistleblower tool operates on a "see, hear, and speak up" principle and enables individuals to report any unethical or illegal activities they witness. Whether they choose to remain anonymous or disclose their identity, this instrument accommodates both options in order to provide maximum flexibility and protection for the whistleblower.

In 2022, the implementation of the SeeHearSpeakUp whistleblower tool continued to reinforce our commitment to active governance within Avenga.

The mechanism remained accessible to our professionals, customers, service providers, and business partners, allowing them to report any potential violations of business and conduct principles, internal company guidelines, or applicable laws. There were no incidents reported during this period.

At the same time, we understand that effective governance goes beyond the mere existence of reporting mechanisms. As such, our commitment to active governance is demonstrated through the thorough investigation of reported concerns and the swift implementation of appropriate corrective actions when necessary.

The SeeHearSpeakUp whistleblower tool will continue to serve as a trusted platform for individuals who want to raise concerns, seek guidance, and contribute to our ethical business practices.



## Social media and internal communication policy

Avenga fully recognizes the significance of social media in today's interconnected world. In response, we have established a social media and internal communication policy that encompasses crucial principles and objectives that should guide our professionals' online conduct and empower them to navigate the challenges of the ever-evolving landscape effectively.

The core principles of this policy encourage our professionals to adhere to responsible and respectful online behavior, safeguard our company's reputation, protect the privacy and confidentiality of sensitive information, and foster an inclusive online environment. We acknowledge that social media platforms and online communication methods are constantly evolving, and we remain vigilant in updating our policies to address emerging issues and technological advancements.



# ISO certification

In 2022, Avenega achieved a significant milestone in obtaining our ISO/IEC 27001:2013 certification which is implemented across our key offices worldwide. In order to expand the scope of the ISO/IEC 27001:2013 information security certification, we have undergone a rigorous evaluation process to validate our adherence to industry best practices and compliance with stringent information security controls.



Information security and the constant development of our precautions in this area are of utmost importance, both for our operational needs and for the benefit of our clients. The obtained ISO 27001 certification leaves no doubt that we have successfully built an information infrastructure against the risks of loss, damage, or any other threat to our digital assets. Moreover, it shows that we will continue to approach this topic proactively: As risks and threats evolve, so will we.”

says Pavlo Umanets,  
Director of Group Operations at Avenega.



We understand how important it is to prioritize data security in today’s digital world, where cyber threats are constantly evolving and becoming more sophisticated. This certification confirms that we currently have strong security practices in place, and provides a solid foundation for us to continue improving and innovating our security measures in the long haul.



# The path forward

Upon reflecting on our past achievements, we are thrilled to chart a bold course for the future. Avenga remains faithful to prioritizing the well-being and development of our professionals. Our governance practices will continue to be guided by transparency, integrity, and ethical decision-making. We remain committed to upholding the highest standards of trust and strive to foster an environment that is aimed both at business achievements and a lasting legacy of positive change. Together, let's forge ahead with passion, resilience, and a collective commitment to creating a brighter tomorrow.



# About this report

This report serves as a comprehensive analysis of our company's journey in 2022. The information contained in the document was gathered through extensive research, interviews with key stakeholders, and internal data analysis. It aims to share a comprehensive understanding of our company's performance, strategies, and impact with our stakeholders, including investors, professionals, clients, and partners. Hence, this report embodies a testament to our transparency and commitment to continuous improvement.







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