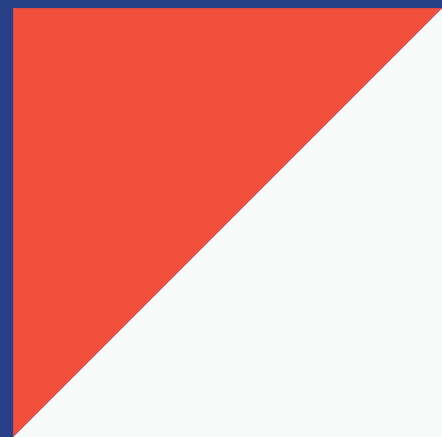
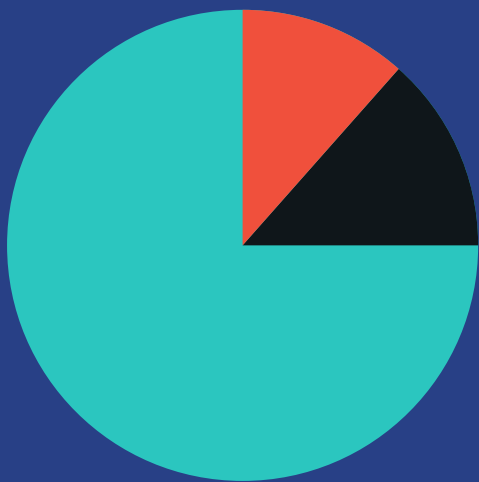


# DataArt Group Sustainability Report 2023



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

Dear DataArt Stakeholders,

In 2023, DataArt demonstrated exceptional resilience, maintaining a strong volume of new business, winning high-profile clients, securing sizable projects, and achieving revenue growth amidst a backdrop of significant economic and geopolitical challenges. We've successfully navigated through historic inflation, rapidly rising interest rates, the ongoing war in Ukraine, widespread cost-cutting initiatives, extended sales cycles, and deferred projects across our client portfolio.

As a Partner for Progress for over 400 clients and over 5,000 colleagues, we continued to grow our global presence, now spanning 21 countries, with an R&D center in Bangalore, India, and one in Monterrey, Mexico. These new locations mark our debut in both countries and expand our reach with added diversity, broader skill sets, improved scalability, and widespread global time zone coverage.

In 2023, we launched programs to help our team maximize the impact of our Gen-AI tools, designed to boost productivity across the company. We also launched upskilling/reskilling programs to upgrade our team's technical, soft, leadership, and communications skills. Learning and Talent Development at DataArt was guided by four primary objectives: enabling autonomous professional development journeys through tailored experiences, empowering leaders to develop their teams, nurturing a cross-cultural mindset and facilitating integration to leverage the power of multinational and diverse teams, and maintaining engineering excellence through a culture of continuous learning.

Together with our partners and colleagues, DataArt continued to support Ukraine, a key labor market for us, through the "Support Ukraine" program started in 2022, contributing 1.8 million USD in 2023. DataArt also continues to support colleagues who have been called to the Ukrainian Army. Separately, DataArt staff fundraised 873K USD to provide humanitarian help to Ukrainians.

We continued to follow through on our commitment to Diversity, Equity, Inclusion, and Belonging (DEIB), integrating nondiscrimination and equal opportunity policies into our recruitment efforts, partnering with organizations that empower women in IT, and fostering cross-functional teams to increase diversity across age, gender, and disability.

Our journey towards sustainability and achieving the UN Sustainability Goals remains on track, with a commitment to net-zero GHG emissions by 2050, in alignment with the SBTi Net-Zero Standard.

Our commitment to innovation, client satisfaction, strategic partnerships, and staff engagement has been instrumental in our success over the past year, as well as our commitment to being a great partner and building long-term relationships with our stakeholders. Looking ahead, I am confident in our capacity to deliver unparalleled value to our clients, shareholders, colleagues, and communities at large.

Eugene Goland  
President and CEO of DataArt

## What DataArt is All About (GRI 2-1, 2-2, 2-3)

Founded in 1997, DataArt is a leading global software engineering firm and the partner for progress in the digital age. Guided by our people-first principle, our world-class team designs and engineers data-driven, cloud-native solutions that generate immediate and enduring business value. Through our 20+ domain-specific Labs dedicated to R&D and strategic innovation, we work together with our clients to ensure they stay on the leading edge.

Curiosity. Empathy. Trust. Honesty. Innovation. Our values are a set of shared expectations for how we show up for each other and our clients—and give each of us the freedom to be authentic and deliver the best work we can, every day.

## Our Services

The DataArt Mission is to help its clients achieve the following business outcomes:

- Build new software products and services
- Re-architect and enhance enterprise systems, software products, and solutions
- Introduce new ways of working at process and tool levels
- Provide expert inputs and resources on a just-in-time basis
- Control the cost and effort of managing existing IT systems

## 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.

## Our People

By the end of 2023, DataArt brought together the expertise of over 5,485 professionals in over 25 locations in the US, Europe, Latin America, and Asia. Our headquarters is 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.

IT & ENGINEERING	PRODUCT DESIGN & DIGITAL TRANSFORMATION	ADVANCED TECHNOLOGIES
Agile Software Development →	Solution Design Services →	AI and ML →
Platform Partnerships →	Technology Enabling New Business Models →	Cloud →
Managed Support →	Legacy Modernization →	Blockchain →
Security →	Educational Technology →	Data, BI and Analytics →
Quality and Performance Engineering →	Mobile-First Systems →	DevOps Services →
Development Squads →	UX & UI Design and Consulting Services →	IoT →

## 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

The Finance Practice operates across all segments of the financial services industry and capital markets, serving banks, exchanges, hedge funds, market data providers, rating agencies, market utilities, insurance companies, fintech firms, and inter-dealer brokers.

We partner with companies at any level of their business, from the front office to the middle office to the back office. Our services include digitizing existing offerings and building portals, developing order management systems, re-engineering legacy architectures, and launching new FinTech companies.

### Travel, Transportation & Hospitality

The Travel, Transportation & Hospitality Practice helps clients navigate the complicated, domain-specific systems and inner workings of the travel industry. As certified Sabre, Amadeus, and Travelport developers, we can integrate, upgrade, or redefine the use of their products or services within the client's digital travel ecosystem.

We are active and engaged members of GBTA, HFTP, and OpenTravel and can evaluate and create solutions that follow these industry-specific standards. We also help companies analyze business operation flows and design, develop, and certify their own apps.

## Media & Entertainment

The Media & Entertainment Practice develops sophisticated approaches to help clients address the unique challenges faced by the media and entertainment industry in the 21st century. We combine our technology and industry expertise to design, build, and deliver modern solutions for digital media, music, sports, video, and publishing organizations.

By offering a full range of services, from consulting and system modernization to new product development and support, our experts deliver business and software solutions that help our clients succeed in the highly competitive media landscape.

## Healthcare & Life Sciences

The Healthcare & Life Sciences Practice designs, develops, and supports innovative solutions for health systems, CROs, research centers, technology vendors, and pharmaceutical and bio companies.

The team has extensive knowledge of the healthcare and life sciences industries, gained from years of experience in the US, UK, and European markets. We focus on applying the latest technological advancements, such as AI, ML, VR, and IoT, to these industries.

## Retail & Distribution

The Retail & Distribution Practice team excels in designing and building software solutions for supply chain management, logistics, warehousing, eCommerce, and digital transformation. We help our clients keep pace with disruptive technologies that reshape the retail landscape, including AR&VR, robotics, smart shelves, 3D in-store navigation, and Digital Twins.

In-depth domain knowledge is one of the essential factors for the success of our projects. It allows us to meet rising customer expectations and introduce new engagement models by building AI/ML-powered forecasting and recommendation systems and business process automation.

## General Delivery Platform

DataArt also excels in several other domains, including Telecom, Real Estate, Construction Management, Agriculture, and iGaming. In all these industries, rapidly changing business landscapes and customer engagement models force companies to continuously innovate and undergo deep digital transformation. To help clients meet these challenges, DataArt provides consulting and solution design services for digital transformation and innovation program development and implementation.

DataArt is a trusted partner to smart global companies that need help building custom solutions that generate high returns with little risk and are looking to bring new or re-engineered products to market faster. Clients trust DataArt for domain expertise, integrity, and commitment to delivering high-quality software on time and within budget.

## Investing in Innovation & Partnerships

### Commitment to Partnerships

Throughout 2023, DataArt has consistently identified and invested in partnerships with major platform providers that align with the company's overall strategy and values. In the past year, DataArt has

achieved new specializations with some of its key partners:

### **Microsoft**

- DataArt earned three key Microsoft Solutions Partner designations in three key areas of Azure: Data & AI, Infrastructure, and Digital & App Innovation.
- The company has broadened its service offerings to include Microsoft Azure migration and data analytics, pioneering generative AI solutions and robust security measures in tune with evolving market demands.

### **AWS**

- Innovation: DataArt was one of a handful of execution partners selected to support AWS's Prompt100 program, encouraging dozens of customers to experiment with and operationalize AWS's cutting-edge GenAI technology offering.
- Differentiation: We continued making investments in achieving specialized designations aligned with DataArt's vertical strategy by applying for and earning AWS Competencies in Retail, Healthcare, and Financial Services.

### **Google cloud**

- DataArt has been recognized as a trusted tester for Google Cloud AI, gaining early access to new GCP products and services such as Vertex AI, Med-PaLM, Gemini, and more.
- The company's GCP expertise expanded to over 16 certifications, including Cloud Native Application Development, Google Cloud Analytics, Google Cloud App Dev & Monitoring, Google Cloud Compute, Healthcare & Life Sciences, Industrial Goods & Manufacturing, Retail & Wholesale, Streaming Data Analytics, and more.

### **Salesforce**

- In 2023, DataArt's Salesforce team earned badges in the Healthcare and Finance sectors, enhanced their capabilities across Service Cloud, Sales Cloud, and Experience Cloud, and bagged additional certifications in CPQ, AppBuilder, and Process Automation.
- With a Customer Satisfaction Score of 4.85 on AppExchange, DataArt continued to deliver high-quality, industry-leading Salesforce solutions.

### **Stripe**

- DataArt and Stripe partnered to develop the Stripe Certified Professional Implementation Architect Certification.
- In collaboration with Stripe, DataArt developed a new proof of concept that allows businesses to accept in-person payments with Tap to Pay, enabling the use of credit cards or digital wallets to make secure transactions by tapping the card or device directly on a compatible smartphone.

- DataArt and Stripe have partnered to assist enterprises in achieving digital transformation with a customized approach, leveraging AWS cloud solutions to offer financial infrastructure and payment process modernization.

### **BigCommerce**

- BigCommerce has reached the status of Agency Partner and Certified BigCommerce Partner.

DataArt also invested in new partnerships with innovative platforms such as ORO Inc, KX, monday.com, Adyen, Revolut, Contentful, Sanity, Acquia, Kentico, and others.

### **Membership in Associations** (GRI 2-28)

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 main memberships in 2023:

- Bulgarian Association for People Management
- Bulgarian Association of Software Companies
- American Chamber of Commerce (AmCham) in Serbia
- TechIsland Cyprus
- Cyprus Payroll Management Association
- IT Ukraine
- IT Cluster Kharkiv
- IT Cluster Lviv
- IT Community Dnipro
- IT Cluster of Ivano-Frankivsk
- Odesa IT Family
- ]ANIS (Employers' Association of the Software and Services Industry, Romania)
- Transilvania IT Cluster
- ]RBL (Romanian Business Leaders)
- Java User Group Wroclaw
- Hackerspace Wroclaw
- AWS Community Wroclaw
- Lubelska Wyżyna IT (Lublin IT Upland) — the City Council institution
- Program Council of the Faculty of IT at the University of Łódź
- The Union of Advanced Technology Enterprises (Armenia)
- IT HUB Terricon Valley,
- Turan University
- SDU, NIS, NU, Astana HUB, KBTU

## Supply Chain

DataArt is committed to high ethical, professional, and legal business standards. It only engages with reputable vendors that undergo a comprehensive assessment and evaluation to ensure the same principles guide them.

DataArt's vendor selection process extends beyond simple economic considerations. We scrutinize each potential vendor's commitment to environmental protection, human rights adherence, labor and social standards, and anti-discrimination and anti-corruption policies. Starting in 2023, the new Code of Sustainable Suppliers will form the basis of decision-making in supplier choice and will be used with existing suppliers.

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 production 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

DataArt has developed and published on site the Code of Sustainable Supplier, showing our commitment to sustainable principles in the supply chain.

In 2023, as part of an upgraded procurement and purchasing framework started in 2022, DataArt systematized further the procurement of software licenses and subscriptions, establishing necessary policies and guidelines. This effort improved commercial conditions, and products use became more prudent.

As a result of these efforts, the company sees a systematic approach to all essential purchases.



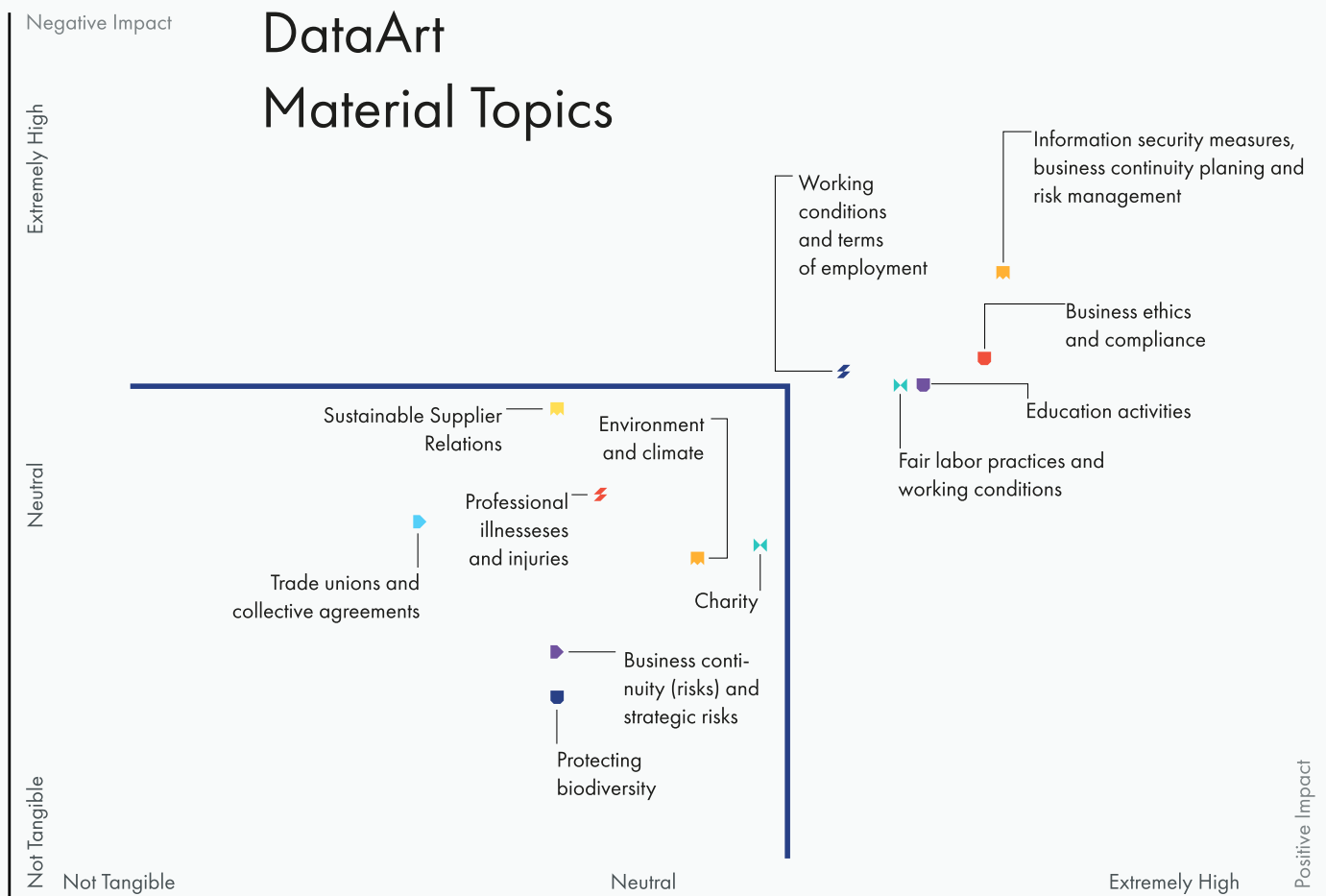
## How We Define What Is Important in Sustainability (GRI 3-1, 3-2, 3-3)

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 annually 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
<b>Non-Material Topics (with non-tangible impact)</b>			
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 stakeholders. We communicate through conference calls, meetings, seminars, thematic conferences, official correspondence, telephone conversations, joint actions, as well as surveys and perception research.

For information on Stakeholders please request the full version of Sustainability Report 2023 by writing to [sustainability@dataart.com](mailto:sustainability@dataart.com)

# 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 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 2023



## Key Sustainability Initiatives and Accomplishments in 2023 (GRI 2-24)

In 2023, DataArt reinforced its success through its commitment to innovation, client satisfaction, and strategic partnerships.

In 2023, DataArt has proven again its long-term track record of revenue growth, underscoring our business's strength across clients, partners, and staff members. Serving over 400 clients and employing over 5,000 people, DataArt maintains trust and satisfaction as a Partner for Progress. Recognizing the importance of compliance with industry standards and client expectations, DataArt has made substantial investments in enhancing internal cybersecurity capabilities, talent, and processes for solid protection.

### 2023 Quick Highlights:

- Expansion to Bangalore, India, the world's largest and best-known market for IT talent, which opened up an entirely new phase of scalability, skills, and cost for DataArt
- Expansion to Monterrey, Mexico – a step in building a more substantial near-shore presence for our US clients
- New hires — welcomed more than 500 new colleagues globally
- New clients — signed over 100 new clients
- We mastered leveraging artificial intelligence (AI) for transformative solutions. Through strategic partnerships like AWS ML FastStart and Prompt100, DataArt secured 13 new logos, with AI as the pivotal starting point. Our engineers developed 40 Proof of Concepts, more than 10 tailored for clients. They also introduced 5 AI accelerators and the cutting-edge AI framework, MIA DAMA.
- We have also united DataArt's foremost experts across critical domains such as Artificial Intelligence/Machine Learning (AI/ML), Data & Analytics, and Cloud & DevOps in the reimagined DataArt Labs Hubs. These expert hubs are dedicated to accelerating project delivery, minimizing risks, reskilling and upskilling our engineers, and offering clients a platform for collaboration and creativity with domain experts without additional cost.

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

DataArt and our clients build reliable and trustful 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. 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 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 2023, 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 2023, more than 100 million Ukrainian hryvnias (UAH) have been provided to support Ukrainians:

- Over 71 million UAH from DataArt and partners
- Over 31 million UAH raised by colleagues

The initiative's main areas of support and the largest projects during 2023 included the following:

**Helping children** who lost their parents because of the war and war-affected children

**Helping in the healthcare area** by providing equipped ambulance cars, medical equipment, and other help to hospitals.

**Aid for inhabitants of war zones and internally displaced people**, including evacuation vehicles and their repairs, motorboats, disaster relief, humanitarian aid after the attack on the Kakhovka Hydroelectric Power Plant, and food and other necessities for people in the de-occupied territories.

The initiative was nominated for the "Most Powerful Corporate Initiative" at the DOU Award 2023.

More than 90% of our Ukrainian colleagues have decided to transfer the money intended for the celebration of DataArt's 26th birthday to benefit the Support Ukraine Program.

## DataArt Awards 2023

In 2023, DataArt received various accolades:

- DataArt Makes 2023 Financial Times List of the Americas' Fastest-Growing Companies
- DataArt Named to Newsweek's List of the Top 100 Global Most Loved Workplaces for 2023
- DataArt Named to the 2023 Inc. 5000 List of America's Fastest-Growing Private Companies
- DataArt Wins Gold in the Engineering Excellence Category at the 2023 O'Reilly Awards

- DataArt Wins Bronze in Brandon Hall Group's Excellence in Technology Awards
- DataArt Recognized as a Representative Vendor in the 2023 Gartner® Market Guide for Ukrainian Information Technology
- DataArt Recognized in the Gartner® Hype Cycle™ for Life Science Clinical Development, 2023
- DataArt Named a Major Contender in Everest Group's Quality Engineering Specialist Services PEAK Matrix® Assessment 2023
- DataArt Included as an Honorable Mention for the First Time in the 2023 Gartner® Magic Quadrant™ for Custom Software Development Services, Worldwide
- DataArt UK received the EcoVadis Gold Medal for Sustainability Performance

## Client Markets

- **Financial Times List of the Americas' Fastest-Growing Companies** ([Link](#))

Based on revenue growth, DataArt is ranked #355 on the Financial Times' prestigious list of the 500 fastest-growing companies across 20 countries in North, Central, and South America.

- **Most Loved Workplace** ([Link](#))

DataArt announced it has become certified as a Most Loved Workplace globally, backed by the research and analysis of the Best Practice Institute (BPI). Most Loved Workplace validation provides the most comprehensive look at workplace sentiment for organizations today.

- **Newsweek's List of the Top 100 Global Most Loved Workplaces** ([Link](#))

DataArt ranked among the top 100 companies for the first time regarding employee sentiment and satisfaction. Newsweek announced its annual rankings for the Top 100 Global Most Loved Workplaces list, where DataArt was ranked #56. The list acknowledges companies prioritizing respect, care, and appreciation for their employees, earning their loyalty. The results were determined after surveying more than 2 million employees across businesses of diverse sizes, ranging from 30 to over 10,000.

- **Newsweek's List of the UK's Top 100 Most Loved Workplaces** ([Link](#))

DataArt proudly announces its inclusion in Newsweek's annual ranking of the Top 100 Most Loved Workplaces in the UK for 2023, securing the #52 position among distinguished companies celebrated for exceptional employee sentiment and satisfaction.

- **Inc. 5000 List of America's Fastest-Growing Private Companies** ([Link](#))

Inc. revealed that DataArt has been named to the annual Inc. 5000 list, the most prestigious ranking of the fastest-growing private companies in America, making DataArt a 12-time Inc. 5000 honoree. DataArt ranked this year at No. 3559 with a 139% 3-year growth rate.

- **Gartner Hype Cycle for Life Science Clinical Development** ([Link](#))

DataArt was recognized in the Hype Cycle for Life Science Clinical Development in 2023 by Gartner, a company that delivers actionable, objective insight to executives and their teams.

- **EcoVadis Gold Medal for Sustainability Performance** ([Link](#))

We are excited to share that DataArt has received the EcoVadis Gold Medal for 2023. This award acknowledges our firm commitment to sustainability and responsible business conduct.

- **O'Reilly Awards** ([Link](#))

DataArt secured the Gold award in the Engineering Excellence category at the second annual O'Reilly Awards program. This recognition highlights DataArt's commitment to pushing the boundaries of technical excellence. The award-winning learning project, TechX Camp, has empowered participants to achieve remarkable career advancements.

- **Top 25 IT Services Executives** ([Link](#))

Eugene Goland, President & CEO of DataArt, was recognized by CIO Spotlight as one of the Top 25 IT Services Executives for 2023, highlighting his leadership and expertise in ensuring the smooth operation of IT systems and implementation of innovative solutions.

- **Gartner Magic Quadrant for Custom Software Development Services report** ([Link](#))

DataArt proudly announces its inclusion in the Gartner Magic Quadrant for Custom Software Development Services report. Gartner Magic Quadrant reports are known for their comprehensive, evidence-based research that provides a snapshot of provider positions in high-growth markets.

- **Brandon Hall Group's Excellence in Technology Awards** ([Link](#))

DataArt is proud to announce its achievement of the coveted Brandon Hall Group Bronze award for excellence in the "Best Assessment, Survey, and Testing Solution" category within the "Leaders in Education Technology 2023." The 2023 Brandon Hall Group Excellence in Awards™ are given for work in Learning and Development, Talent Management, Talent Acquisition, Human Resources, Sales Enablement, Future of Work, and Education Technology.

- **Invest Cyprus — CIPA International Investment Award** ([Link](#))

DataArt Enterprises Inc. was among the frontrunners of the 11th Invest Cyprus International Investment Awards, receiving an award in acknowledgment of its contribution to Cyprus and its economy. DataArt has directly or indirectly invested in Cyprus' business ecosystem by opening an office and relocating people, hiring locally, joining IT communities, and commencing regional business development.

## Labour Markets

- **Comparably Awards** ([Link](#))

In 2023, DataArt collected 17 awards from Comparably, the platform that provides company culture and workplace data: Best Company for Diversity 2023, Best Company for Women 2023, Best Company Culture 2023, Best CEOs 2023, Best Company Compensation, Happiest Employees, Best Company Perks & Benefits, Best Company Work-Life Balance, Best CEOs for Women 2023, Best CEOs for Diversity 2023, Best Leadership Teams 2023, Best Company Outlook 2023, Best Engineering Teams

2023, Best Product & Design Teams 2023, Best Places to Work in New York 2023, Best Global Culture 2023 and Best HR Teams 2023. Based on 24,841 ratings and 867 participants, staff members at DataArt are very satisfied with their work experience. The overall culture score, 85/100 or A+, incorporates employee ratings based on their feedback on Professional Development, Team, Meetings, and more.

- **Association for Talent Development**

DataArt has once again been honored with the Champion of Learning recognition from the Association for Talent Development. The recognition highlights our dedication to the "Partners for Progress" mindset and our continuous commitment to supporting our team's development. One of the ways we show this commitment is through Learning Weeks, and in 2023, we focused on honing our colleagues' soft skills.

### **Bulgaria**

- **Employer Branding Awards, B2B Media**

- **Career Show Awards ([Link](#))**

DataArt Bulgaria has received two awards in this year's Career Show Awards, recognizing the best companies in Bulgaria for their employer branding efforts. In the "Team Management Strategy" category, DataArt claimed the top spot, earning the prestigious gold award for our Grievance project. Additionally, we received the silver award in the "Onboarding" category, acknowledging DataArt's comprehensive approach to integrating new team members into the work processes and supporting their seamless integration.

### **Poland**

DataArt got special recognition at the nationwide Employer of Tomorrow contest by the Polish Agency for Entrepreneurship and Development for our Tech Skills mentoring program and technical learning projects. The contest's jury highly praised our technical learning ecosystem and honored us with recognition in the "Education in IT" category.

### **Ukraine**

- **Best Employers ranking, Forbes Ukraine ([Link](#))**

Forbes has ranked DataArt among the top 50 best employers in Ukraine during the war.

DataArt took 12th place among all the companies and 7th place among IT companies.

- **Gartner Market Guide for Ukrainian Information Technology ([Link](#))**

DataArt was recognized by Gartner as a Representative Vendor in the Market Guide for Ukrainian Information Technology. Gartner is a company that delivers actionable, objective insight to executives and their teams. Its expert guidance and tools enable faster, smarter decisions and stronger performance on an organization's mission-critical priorities.

- **Top 20 IT companies ranking, AIN.ua** ([Link](#))

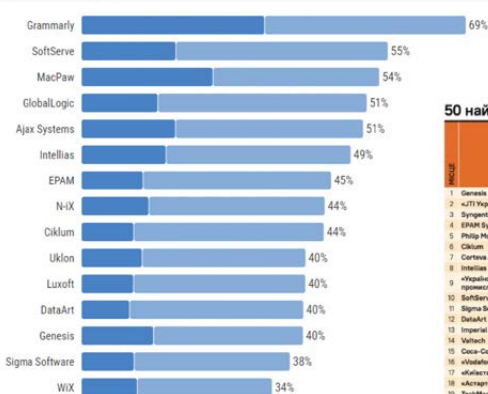
DataArt took sixth place in the AIN.ua ranking of outsourcing and service IT companies by the number of FTE (full-time equivalent) for the first 6 months of 2023.

In August-September 2023, DOU and the Employer Branding Community organized the first research of tech employer brands in the Ukrainian market. The rating included both service and product companies that conduct business in Ukraine and hire local talents. They asked IT professionals which companies they would like to work for and what they pay attention to in the offer. DataArt took 12th place in the ranking of the most famous employers in the technology sphere and 9th place among the most attractive employers for Senior-level professionals. Also, DataArt entered the aggregated rating of stars of the Ukrainian IT sphere in 15th place, which assesses both the desire of people to work specifically in this company and the choice of offer from this company among several offers, as well as the negative attitude towards the company.



#### У яких компаніях хотіли б працювати айтивці

• Дуже хотілося б працювати • Це неможливо для роботи



#### 50 найкращих роботодавців України

Рейтинг	Компанія	Сфера	Число працівників	Відгуки	Рейтинг	Компанія	Сфера	Число працівників	Відгуки
1	Genesis	IT	2000	17	18	13	10	8	10
2	«ІТІ Україна»	FMCG	800	17	12	14	10	7	7
3	Burgenta	ITK	522	17	13	13	10	7	7
4	EPAM Systems	IT	19,309	17	16	14	6	7	7
5	Philip Morris	FMCG	1944	16	12	13	10	6	6
6	Ciklum	IT	2900	17	16	14	5	8	8
7	Corteva Agriscience	ITK	606	15	14	13	7	7	7
8	Intellias	IT	3246	17	16	13	5	7	7
9	«Українська оборона промисловості»	Міліція	18,000	15	14	12	7	8	7
10	SoftServe	IT	9481	18	13	14	5	8	9
11	Sigma Software	IT	2010	15	13	6	5	9	4
12	DataArt	IT	2700	17	13	13	6	9	5
13	Imperial Tobacco Ukraine	FMCG	644	15	10	13	8	6	9
14	Valeo	IT	486	13	14	12	8	6	9
15	Coca-Cola	FMCG	1207	17	8	12	9	7	5
16	«Vodafone Україна»	Телеком	2520	16	8	12	7	8	9
17	«Інтерсервіс»	Телеком	2613	17	8	12	7	9	7
18	«Астра-Кіна»	ITK	6000	16	7	13	5	7	9
19	Technologic	IT	264	15	12	12	6	10	5
20	IT Media	Media	1948	16	10	12	7	6	9



# 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 5,485 professionals. The change reflects normal fluctuations as DataArt also welcomed new talents and expanded into two additional countries—Mexico and India—raising its presence to 21 countries globally. The expansion into Mexico and India reflects a commitment to access a broader talent pool, mitigate risks, and foster new partnerships.

### Recruitment <sup>(GRI 401-1)</sup>

Facing the economic challenges posed by the situation in Ukraine, DataArt took a firm stance in supporting its staff, preserving compensations and benefits. This steadfast decision was in line with the company's "people first" philosophy and reinforced through the Support Ukraine initiative. While the labor market had its ups and downs, DataArt used the strategic advantage of sourcing candidates from its internal pool, reinforcing staff member loyalty and prompting staff to share their positive experiences, evidenced by the notably lowest attrition rate in years, especially within Ukraine. The year maintained a trend for global mobility.

Recognized for its HR excellence, DataArt has received accolades from top local awards, industry NGOs, and media endorsements. A testament to its strong workplace culture and leadership is reflected in Glassdoor.com ratings, where DataArt boasts a 4.5 rating, 94% of staff members would recommend the company to a friend, and there is a 100% approval rating of the CEO.

DataArt referral program is one of the sources when talking about hiring, with more than 35% of new hires annually.

Our staff are fully paid during bench periods, emphasizing our commitment to regular employment over project-based engagements.

For information on staff structure please request the full version of Sustainability Report 2023 by writing to [sustainability@dataart.com](mailto:sustainability@dataart.com)

## How We Find the Right People for the Job

Our HR strategy has garnered recognition from top local awards, industry NGOs, and the media. DataArt's rating on Glassdoor.com is a good example:

- Rating — 4.5
- 94% — Recommend to a friend
- 100% — Approve of the CEO

DataArt takes pride in its diverse pool of experts across various technologies and fields of research, which includes winners of international programming contests, hackathons, and numerous PhD holders. Our presence in cities with advanced educational infrastructure allows us to tap into a rich talent pool of highly educated specialists.

Our strong ties with major tech universities in our engineering locations and high brand awareness among students position DataArt as a preferred employer among both students and experienced professionals.

DataArt has a lot to offer to young professionals and undergraduates: flexible working hours, a comprehensive in-house educational system (English, tech courses, leadership, and soft skills development), internal competence centers, and open tech communities at DataArt. These initiatives provide a nurturing environment for learning industry and domain specifics, acquiring additional tech skills, and advancing knowledge in various fields, from blockchain to public speaking.

We also have biannual DataArt IT Schools (.Net, Java, JS, Android and iOS development, Ruby, quality assurance) that are free to attend for those who qualify during the selection process. Our schools are top-rated due to the solid knowledge base they provide. Our experts in various technologies share their knowledge with students and give factual examples and cases. The best students are invited to participate in our trainee programs, which put young professionals in real-life projects and provide practical experience.

DataArt's Delivery Management team uses a distinct approach in recruitment based on the selection process (screening, interviewing, and testing) to find the best fit for the requested purposes. We use our wide network to ensure that only trusted references become the first option to choose.

## Onboarding

Onboarding and induction processes help new staff members to understand DataArt's culture, their new roles, and social and performance aspects, and quickly and smoothly adapt to their new work environment. DataArt's onboarding process, controlled via an HR tool, is focused on four levels: connection, culture, clarification, and compliance. It is guided by mentors from HR, project, and location governance.

The newcomers complete all essential trainings based on DataArt Security Guide: confidentiality, health and safety, and acceptable use. They all receive the DataArt Welcome Book, which describes our corporate culture, shared values, and processes.

During the pandemic, all onboarding processes were adjusted for online environments. We have also launched an onboarding procedure for fully remote positions.

## Retention and People Management

Regarding retention and people management, DataArt saw a significant improvement 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 has a very active helpdesk, and the team is constantly answering questions, and connecting colleagues with the local global mobility 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.

Global Mobility function was created in 2021, and during the war and movement of people due to it, this function became a full-scale group with its processes.

## Diversity and Equal Opportunity from Intentions to Impact: The 2023 DEIB Journey at DataArt (GRI 405-1, 401-3)

During 2023, we have advanced in multiple ways across the organization in the implementation of Diversity, Equity, Inclusion, and Belonging (DEIB) initiatives. We firmly believe this commitment helps us to better serve a diverse range of customers, attract and retain the best talent, and prevent issues such as bullying, harassment, and discrimination. We encourage equity, diversity, and inclusion at all levels.

Talent has always been DataArt's most valuable asset, and we have consistently regarded diversity as our strength. We are proud of the many cultures, different languages, and the variety of communication this mix brings. However, we want to continue to grow our diversity in line with worldwide best practices, local regulations, and customers' and investors' expectations.

In 2023, DataArt formed a new DEIB group to foster innovation, creativity, and collaboration to reinforce this commitment further. It aims to create a culture where everyone can thrive, and the unique perspectives and contributions are appreciated. A community of people who are interested in developing and maintaining the new holistic approach, both to boost our strengths and to mitigate the risks that may appear. This group is very active and has become an integral part of all parts of the business. We took further steps by forming three volunteer DEIB-dedicated working groups focused on gender equality, disabilities, and generational diversity.

As part of our ongoing commitment to diversity and inclusion, we have implemented several key initiatives and published our Commitment to Diversity & Inclusion where our goals are clear:

- We welcome everyone to our team
- We treat everyone equally and inclusively
- We foster a safe and collaborative cross-cultural environment
- We believe in and emphasize the value of teamwork

We have also conducted strategic planning sessions with key stakeholders within our organization to determine our priorities, areas of opportunities, and challenges. In that sense, we set a strategic plan and operational procedures for DEIB:

### **Establish inclusive policies and business processes**

- Adapt existing ones or develop internal policies and practices that promote inclusion in all areas of DataArt, from hiring and promotion to project assignments and decision-making. These policies

should ensure equal opportunities for all employees, regardless of their ethnic background, gender, sexual orientation, or any other personal characteristic.

### **Generate a culture of inclusion where every person has a sense of belonging to DataArt**

- Promote awareness and understanding of diversity and inclusion through training programs, workshops, and awareness activities. This includes advocating for equal opportunities and fostering a respectful and bias-free work environment.

### **Promote diversity in decision-making**

- Actively seek representation and participation of diverse individuals in leadership roles and strategic committees. This involves fostering diversity of thought and perspectives and ensuring that the voices of all employees are heard and valued in the company's decision-making processes.

We also launched a DEIB essentials training course to increase awareness in our teams. We published an Inclusive Communications Guideline highlighting tools necessary for effective communication from a DEIB perspective and an Inclusive Images User Guideline. This information is publicly broadcasted on our intranet for all colleagues to have access. We have also included all our important documents in DataArt's webpage sustainability section.

Furthermore, we are laying the groundwork for measuring the diversity of our candidate pipeline and workforce, reviewing our recruitment process, conducting several surveys and pilots to test initiatives, and developing a communication plan to raise awareness not only internally but also externally.

- In our annual staff member survey 90% of the people who answered know and are aware of DEIB initiatives and projects within the organization.
- **Designing for All: Accessible and Inclusive Solutions:** we understand the importance of developing UI/UX solutions that people with disabilities can use. We believe accessibility is not just a requirement but an opportunity to create user-friendly, intuitive, and enjoyable products for all users. Our accessible design services prioritize inclusivity and ensure every design meets the needs of a diverse range of customers. The services include accessibility review, accessible design from scratch, training, and education.
- **Artsakh Project:** Right after the events in Artsakh, a school program in Quality Assurance (QA) was launched specifically for women-forced migrants. The aim of the program was to gender balance the situation in the IT market, as well as to provide them with all the necessary experience and knowledge for successful employment in the IT field and to restore their self-confidence. The beneficiaries of the QA program were women and girls forcibly displaced from Artsakh. From 150 subscribers, 20 women were selected who plan to enter the IT field and find suitable employment after completing the program. The program lasted 3 months, during which they had lessons on hard and soft skills, conferences, and practical exercises.
- **DataArt's birthday celebrates Cultural Diversity.** During our 26th anniversary, we held a week of celebrations with activities related to Cultural Diversity, not only to celebrate us but also to raise awareness about the rich heritage we have within the company.
- **DataArt promotes gender diversity,** closely collaborating with several Women in IT initiatives and sponsoring events to attract female IT specialists. Our partners include Women TechMakers, Python Community for Women, Toastmasters International, and Geek Girls Carrots.

- Recent statistics reveal that women only hold approximately 20% of tech jobs globally. At DataArt, women occupy 25% of IT roles, 61% of corporate functions, and 24% of senior management positions, representing 31% of our workforce.

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

2023 was indeed a stressful and challenging year for us all. But despite the adversities, our collective efforts were outstanding. A heartfelt thanks not only to the Helpline team but to everyone who found the right words, listened, and supported their colleagues and friends during these difficult times.

Our annual Helpline satisfaction survey showed that the service became more recognizable (81% of interviewees know what Helpline is and how to contact it), with increasing trust in the service and an acknowledgment of the importance of mental health support within the company. The gratitude and kind messages we received have been heartening, making us very happy and hopeful.

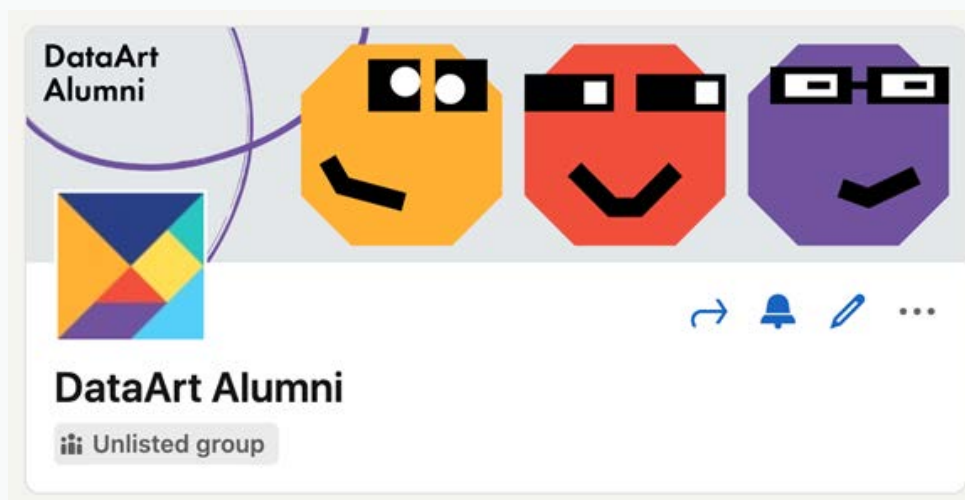
For information on Grievance please request the full version of Sustainability Report 2023 by writing to [sustainability@dataart.com](mailto:sustainability@dataart.com).

## DataArt Alumni

In 2022, DataArt established the DataArt Alumni network — a worldwide professional diaspora of former colleagues with shared experiences and values. Throughout 2023, we have endeavored to maintain and develop this community. At the end of the previous year, there were more than 400 people in Alumni.

DataArt Alumni is a resource for maintaining the professional network, sharing career events and advice, vacancies, speaking and writing opportunities, discussing cases and trends on professional topics, etc.

We continue to engage our alumni by inviting them to participate in our Learning & Development activities, the Referral program, contests, and speaking opportunities at our events.



# Professional Development and Career Planning



## How We Develop Our Staff

### Learning and Talent Development

DataArt has a standalone Learning & Development (L&D) function, armed with its mission, goals, dedicated team, and budget. Recognizing its strategic role in attracting and retaining talent, motivating and engaging colleagues, enhancing our brand, fostering a values-based culture, and developing people's capabilities, our L&D team has become a critical driver of our integrated approach to talent development.

Relying on business objectives, colleagues' learning needs and aspirations, as well as learning and talent development trends, Learning and Talent Development at DataArt in 2023 had four major goals:

1. Enabling autonomous professional development journey by designing professional development experiences
2. Empowering leaders and managers to develop the people of DataArt
3. Nurturing a cross-cultural mindset and facilitating integration to leverage the power of multinational and diverse teams
4. Maintaining DataArt's engineering excellence and future readiness by fostering a continuous learning culture

The attainment of these goals was based on the 4Es framework — Education, Experience, Exposure, and Environment — that we continued to adhere to in 2023.

### Leaders' Empowerment (GRI 404-2)

Another learning and talent development focus was set on enhancing colleagues' management and leadership skills. To accomplish this goal, we launched ULead, the management and leadership mentoring program, covering 25 management/leadership areas highly supported by C-level managers and leaders who are mentors.

Additionally, we developed a training program for account managers covering account management, client relationships, creativity in business, and coaching topics. 77% of colleagues who took the program confirmed that they applied new knowledge and skills at their work.

Another program focusing on leaders' empowerment was specifically developed for junior project managers (PMs) and team leads to help embrace new leadership roles. Last year, the program was conducted in various languages, showing interest among geographically dispersed colleagues.

### Cross-Cultural Mindset and Integration (GRI 404-2)

Throughout 2023, a diverse range of cross-cultural awareness initiatives took place within DataArt, fostering integration, collaboration, and communication. Among the ones that contributed the most are custom training sessions designed for accounts and dedicated to different aspects of intercultural communication and competence, awareness campaigns, and a cultural diversity challenge supported by the C-level DataArt managers. One of the most impactful initiatives was the launch of the corporate social network Viva Engage, where DataArt colleagues from different locations can get to know each other, join 50+ professional communities, collaborate, and learn in a social context.

## **Foreign Languages Capability** (GRI 404-2)

Within the Learning and Talent Development at DataArt, a designated department is in charge of improving the language capacity of DataArt colleagues. In 2023, the Foreign Languages Department moved away from traditional enrolment models and adopted personalized learning strategies that have led to an enhanced user experience, increased engagement with various learning options, and a targeted approach, resulting in improved language proficiency among students. Also, we streamlined our operations and improved accessibility, reducing waiting times for group placement, increasing instructor productivity, and a wider range of course options for students.

We launched a variety of new learning opportunities, including custom courses, workshop tracks, and different offline activities across various locations. In 2023, the department received over 500 applications and conducted 500+ language proficiency reassessments, showcasing an improvement rate in colleagues' language level scores after reassessments of 88%.

# Our Mission Is IT Education for All



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

### 2023 Key Educational and Expert Events

- IT NonStop 2023
- Proggy-Buggy Contest 2023
- IT talks, external courses, collaboration with local communities
- Collaboration with Universities
- DataArt'sCalling



### IT NonStop 2023

In 2023, we arranged our own annual conference, DataArt IT NonStop, for the 10th time in a row to send a message to a broad audience of stakeholders that DataArt is a strong market player; we're doing well despite the external forces that affect us: war, recession, and competition. We continue doing this via partnerships with big brands and speakers who have more reach than us, and through thought leadership, producing crisp content on AI.

Last year, the main focus was on sales markets and high-profile professionals who were not considering employment at DataArt. Nevertheless, we invited everyone from HR markets as well. The key message for both markets was, "We are your partners for progress." The event consisted of the following:

- 15 sessions in different formats (webinars, panel discussions, interviews, workshops)
- 39 speakers from 12 countries
- 17 partners, including the key ones – AWS, Microsoft, etc.
- 450 new contacts for sales and HR
- 15 new pieces of expert content





## Proggy-Buggy Contest 2023

The competition in 2023 was held for the 10th time in a row, twice a year, as usual – in May and December. The rules of the Olympiad remained unchanged: participants had to solve 13 algorithmic problems in 42 minutes. Participants competed in teams of two or three or individually. According to experience, everyone could choose their participation category: Amateur, Professional, or Superheroes. The Superheroes category this year united the winners of international sports programming competitions and the Proggy-Buggy Contest of previous years, which made the competition for prizes even more fierce.

Statistics from two 2023 Contests show significant growth in participation: We had 3862 participants (a third more than last year) from more than 60 countries.



## IT talks, External Courses, and Collaboration with Local Communities

We held 15 IT talks online and more than 20 IT talks offline, generally focused on our most required technologies: Java, .NET, DevOps, JS, design, etc. We got 2261 new contacts via registration.



We conducted several specialized online courses (Summer Camp, C# + Selenium, HR Course, Soft Skills Course, .NET Course).

Besides that, we support partnerships with local professional communities and larger IT events in our physical locations. Together, we conduct meetups, lectures, and workshops at the nexus of professional needs and interests:

- CheckIT Conference, Lublin
- Lublin AWS Community
- AI Open Day, Lublin
- Data Engineering Immersion Day, Lublin
- Lublin
- Java User Group, Lodz
- PHPers, Lodz
- HR Experts, Lviv
- IT Future Conf, Lviv
- QA Automation Community, Lviv
- QA Meetup, Yerevan
- Vanadzor Open Day, Armenia
- Architectural meetup, Yerevan
- Vim editor training-meetup, Yerevan
- HUME meetup, Yerevan
- DevOps meeting, Yerevan
- .NET meetup, Yerevan
- UX work with data, Yerevan
- Amazon meetup, Yerevan
- AWS Community Georgia
- DevOps Georgia
- GITA Tech Park, Georgia



## Collaboration with Universities

We continued existing collaborations with universities or established new ones. Together, we conduct programs in different formats: internships, IT schools, professional development webinars, participation in international conferences, etc.

- Kherson State University
- Kherson National Technical University
- Petro Mohyla Black Sea State University
- Krakow Universities
- Lublin Technology University
- Universidad Tecnológica de Monterrey
- Kazakhstan SDU
- Georgia's Innovation and Technology Agency
- Business and Technology University
- Georgian Technical University
- Caucasus University
- Ilia State University
- Kutaisi University

## IT Schools

In 2023, we launched learning courses for external audiences—IT Schools. They took place in Kazakhstan for both winter and autumn semesters and in India for the autumn one. Overall, 170 students participated in IT Schools. The participants had a chance to upgrade their skills in business analysis and quality assurance, and the most successful ones became applicants as trainees for BA and QA positions within DataArt. The IT Schools were well-received by universities and were chosen to be kept constantly in universities' elective course lists.

## DataArt's Calling

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

187 participants joined the service and met with 12 DataArt experts in Software Development, HR, Recruitment, Talent Management, UI/UX Design, InfoSec, Program Management, and QA.





## Radio DataArt

Radio DataArt is an internal corporate initiative developing in two directions:

- **DataArt FM (Radio Broadcast)** appeared in 2022 and continued its work in 2023 for all Ukrainian locations monthly, aiming to engage people, foster connections, and support Ukrainian culture and music. We have organized 9 broadcasts dedicated to different topics, including Embroidery Day, the Ukrainian State Flag Day and Independence Day, Tourism Day, and the All-Ukrainian Day of Literacy and Language. Kherson and several other Ukrainian locations (Kyiv, Kharkiv) organized special festive DataArt FM broadcasts for their respective birthdays. We also participate in the National Unity Radio Dictation event, organized yearly by the Ukrainian community all over the world. Additionally, we conducted a series of Ukrainian-speaking club meetings, Hobby Talks by colleagues, and webinars about the history of Ukraine and its traditions.
- **Global Initiative Radio DataArt**, which appeared in 2023. Radio DataArt is our internal project to bring people together, celebrate our cultural diversity, and foster a sense of community. We aim to forge personal connections, create community, and deliver entertainment. We used this project to celebrate the 26th company anniversary, the Holiday Season, and IT Specialists' Day. We included wishes from top leaders and colleagues from different locations in our programs, promoted our internal services, and curated playlists featuring hits from all DataArt locations. Both the company's 26th anniversary and the Holiday Season broadcast were held at the Odessa office. For IT Specialist's Day, we prepared a playlist of songs and wishes to be listened to as if it were a real radio station while working.

## IT Museum 2023

Our IT Museum project continues its global research and storytelling.

In collaboration with the Belgrade-based lifestyle media Oblakoder, we conducted research on the former Yugoslavial's T heritage, engineering culture, and various artistic applications of the technology. As a result of this collaboration, in September 2023, we published a special dedicated site with the

timelines of the Yugoslavian developments and achievements in computer science and hardware designs and special dedicated chapters on institutions of development, gaming, design, digital music, and robotics. The project is available in Serbian and English, reaching nearly 100,000 views and over 9,000 long-read site readers.

As an online part of the ex-Yugoslavian direction of IT Museum activity in December 2023, we arranged a celebration of the 40th anniversary of the DIY computer Galaksija, designed by Serbian engineer Voja Antonić. This computer influenced the whole region, allowing hundreds of thousands of enthusiasts to not only peek at new technology but also have one at home. The event was organized in the space of the Institution for the promotion of Science and Oblakoder magazine, with the warmest feedback and the best reach of follow-up posts. The range of speakers, from the project participants to the users and the Ministry of Education, underlines the significance of the idea.

As a product of our long ties with the heirs of the Ukrainian cybernetic Victor Glushkov, we launched an online exhibition, Victor Glushkov: Insights to Remember, devoted to the centennial of this worldwide appreciated computer pioneer. The project depicts his IT manager approach based on his memoirs and various published sources. We digitized and preserved Glushkov's memoirs, which were translated into Ukrainian and English. The memoirs are published for global audiences as part of our project.

The goal was to look at the approach of the academician who worked in a time and place where there was no such thing as manager education and the idea of how to communicate, synchronize, and set the process a good manager needed to design himself or herself.

We are obliged to preserve and make public the ideas and thoughts of the key figures in the development of computer science and information technology, including the foundation of special production facilities and initiating the educational process on all levels in Ukraine.

By the end of 2023, we made our online exhibition about the Armenian mathematical machines available in English.



We started reviewing the content of our main site eagerly to make the content more global, as the company itself, and to find similar patterns and approaches. We also appreciated local inventions and know-how before the technology went global.



To do that, we continue our research on the history of computer science and hardware in Central and South America, Romania, Poland, and India. We expect to foster media partnerships and facilitate online exhibitions and offline events in these regions. Meanwhile, we publish our intermediate results in the curators' LinkedIn blog.





## DataArt Professional Communities

DataArt has 18 professional communities that are functioning successfully. Six new communities were organized in 2023, including the Technical Writers Community, Design Community, AI & ML Community, Azure Community, C++ Community, and Payments Community.

This is the list of the main DataArt communities:

- Team Spirit 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

Communities implemented projects in:

- Qualification Matrix (Updated QA Qualification Matrix, React Qualification Matrix, Flutter Qualification Matrix)
- Interviewer Questionnaires
- Learning Paths (QA Learning Path for Junior, Node.JS Learning Path, .NET Learning Path Junior Level)
- Internship Programs (Java Internship Program)
- Mentorship Program
- Regular Weekly Webinars
- New training (External training "Polarity Thinking and Management," course "Essential QA Management for PM," self-paced courses)
- Community Schools/Weeks (PM Weeks, Autumn PM School, Design Weeks)

The Team Spirit Community is an important community pillar, with over 270 members. In 2023, it held around 60 meetings with 1,000 attendees. The goal of the Team Spirit Community is to create a comfortable and motivational environment for the global development of colleagues based on the synergy of personal abilities, DataArt's values, and client expectations. In 2023, the Team Spirit Community reached a new level and organized Team Spirit International, successfully holding 19 meetings. The Team Spirit Community implemented soft skills courses for Ukrainian universities, a Summer IT Camp, Soft Skills Weeks for colleagues, a Soft Skills Learning Path, PM Schools in Ukrainian and English, and Lego Training.



# We Care for Environment



## Key Environmental Impacts and Risks (GRI 2-25)

DataArt assesses and manages environmental and social risks and impacts following the IFC Performance Standards and industry best practices. This dynamic and continuous process is supported by the corporate **S&E Risks and Impacts Matrix**, updated and revised annually.

### 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) 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 risks and impacts management allows DataArt to quickly respond to emerging environmental 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

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

**For information on climate-related Risks and Opportunities in accordance with TCFD recommendations please request the full version of Sustainability Report 2023 by writing to [sustainability@dataart.com](mailto:sustainability@dataart.com).**

### 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.

## 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.

## DataArt GHG Emissions in 2019–2023 <sup>(GRI 305-1, 305-2, 305-3, 305-4)</sup>

DataArt continues to calculate its Scope 1, 2, and 3 greenhouse gas emissions in accordance with the GHG Protocol. This report also contains preliminary calculations of the 2023 GHG emissions with the 2022 emission factors. The preliminary calculations showed an overall 2.5% reduction of Scope 1, 2, and 3 emissions to 1,537 metric tons of CO<sub>2</sub>e.

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

Category	Scope	2019	2020	2021	2022	2023	Change % 2022/23
GHG from offices operations	Scope 1 (direct emissions)	0	0	0	12,38	6	-52 %
	Scope 2 (market-based)	2 991	1 260	1 650	1 354	1 501	11 %
	Scope 2 (location-based)	2 167	1 202	1 719	1 349	1 466	9 %
GHG from IT hardware	Scope 3 category 2	695	231	268	653	373	-43 %
GHG from Business Travels	Scope 3: category 6	941,3	193,7	263,8	417	468	12 %
<b>Total GHG Emissions</b>	<b>Scope 1, 2, 3</b>	<b>4 627</b>	<b>1 684</b>	<b>2 182</b>	<b>2 436</b>	<b>2 347</b>	<b>-4%</b>

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

Category	Metric	2019	2020	2021	2022	2023	Change %
Electricity	KWH	3,998,380	2,265,044	2 152 756	1,761,312	2,076,295	18 %
Heating	KWh	3,626,778	3,595,287	5,834,237	3,106,885	2,610,933	-16 %
Water Consumption	Cubic meters	n.a.	5,544	8,877	5,194	5,133	-1,2 %

**Scope 1.** In 2023, 6 offices in Ukraine started actively using reserve generators, leading to 6 m 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 2023, DataArt offices purchased 2,076,295 kWh of electricity which was 18% more than in 2022. Total heating consumption in 2023 decreased by 16% down to 2,610,933 kWh. Therefore, the amount of Scope 2 CO<sub>2</sub> emissions in 2023 increased by 11% up to 1,501 m tons of CO<sub>2</sub> emissions in accordance with the marked-based method of calculation<sup>1</sup>.

By the location-based calculation method,<sup>2</sup> DataArt Scope 2 greenhouse gas emissions in 2023 increased by 9% up to 1,466.4 m tons of CO<sub>2</sub>.

**Scope 3** or other indirect emissions mostly derive from business traveling. In 2023, DataArt business air travel increased, compared to 2022, leading to a 12% increase in CO<sub>2</sub> emissions, which amounted to 468 m tons of CO<sub>2</sub> emissions, which is still 50% less than pre-COVID-19 air travel emissions in 2019.<sup>3</sup>

<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

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

## Commitment to Setting Net-Zero Targets Under SBTi Criteria

In November 2023, DataArt's CEO, Eugene Goland, wrote a commitment letter with a promise to set long-term science-based targets to reach net-zero value chain GHG emissions by no later than 2050 in line with the SBTi Net-Zero Standard and submit it for SBTi validation within a maximum of 24 months.

Net-zero science-based targets are long-term targets that show companies how much they must reduce value chain emissions to align with reaching net-zero at the global or sector level in eligible 1.5°C pathways by 2050 or sooner. The SBTi defines the state of net-zero emissions for companies as having no impact on the climate resulting from the organization's GHG emissions.

Reaching a status of science-based net-zero emissions implies the following two conditions:

- Achieving a scale of value chain emissions reductions consistent with the depth of decrease at reaching global net-zero in pathways that limit warming to 1.5°C with no or low overshoot.
- Neutralizing the impact of any source of any residual emissions by permanently removing an equivalent volume of atmospheric CO<sub>2</sub>.

## DataArt Forest 2023

DataArt Forest is a corporate initiative involving planting trees and caring for forests. Started in 2022 through cooperation with Tvii Lis (Your Forest), a Ukrainian NGO, in 2023, the initiative has grown into a major independent branch within the company. We are continually expanding our partner network in various locations. Any colleague can join one of our regular events or suggest a related idea. We truly believe in the impact we can make, by joining forces.

In 2023, DataArt has been actively involved in tree-planting activities in different locations.

In 2023, thanks to DataArt's funds, 170 thousand new trees were planted on 172 hectares in Ukraine. The initiative covered Shatsk National Natural Park, Kremenets Mountains National Nature Park, Petrykiv Forestry, and Ichnia National Nature Park.

Three hundred new trees were planted in Stepanavan, Armenia, in cooperation with My Forest Armenia.

In Poland, colleagues planted five hundred pine trees in the Fidest forest, which is around 60 km away from Warsaw.

Colleagues in all our locations can donate to DataArt Forest through our internal TYPs system. In 2023, nearly \$3,000 was raised this way.



## About the Report

Aspect	GRI Standard	DataArt reply
Reporting period	2-3	2023
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 2019-2022 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	<a href="mailto:sustainability@dataart.com">sustainability@dataart.com</a>