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Corporate social responsibility report
2021-2022

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Innowise Group CEO statement

At Innowise Group, we take a long-term approach to balancing our working responsibilities and social priorities to support the company's major mission and philosophy — We Develop the World. I can say with confidence that in 2022, our team has proven itself excellently in both directions of our company development. Our Corporate Social Responsibility report shows the contribution of Innowise Group to the development of the world, not only in the field of IT and software development but also its contribution to the social, economic, educational, and environmental life of our communities and the world as a whole. Corporate social responsibility is not a formality, but an integral part of our corporate strategy to connect people and improve their lives.

I would like to thank all the members of our large team for their efforts, dedication, commitment, and tangible results. Thanks to you, Innowise Group is developing following the development plan, mission, and values of the company. It is thanks to you that Innowise Group continues to confidently and rapidly develop despite not the easiest market conditions and the pandemic. We are actively implementing social programs, providing all possible assistance to society in solving socially significant problems, preserving the environment, developing education, and doing charity work. Yes, we do develop the world!

Pavel Orlov,
Chief Executive Officer

Corporate social responsibility is not a formality, but an integral part of our corporate strategy to connect people and improve their lives.

Innowise Group in numbers

Innowise Group is a global software development company founded in 2007. We are a team of more than 1400 highly professional IT experts with comprehensive software engineering expertise.

15
years in software development

1400+
IT professionals

600+
projects delivered

10+
delivery centers in 4 countries

200+
customers served

30+
countries

Corporate social responsibility

Innowise Group strives to meet each of the Sustainable Development Goals (SDGs) goals as much as possible. But our top priorities are Good Health and Well-being, Quality Education, Decent Work & Economic Growth, as reflected in the report.

Our Sustainable Development Goals define our Corporate Social Responsibility policy and focus on the following domains:

People and human rights

Governance

Labour practices

Community development

Education

Environment

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People and human rights

At Innowise Group, we believe in the primacy and supremacy of human rights, ethics, and international norms. Thus, our software development company rejects and condemns any form of discrimination, be it racial, gender, religion, or any other oppression. We support diversity, freedom of expression, privacy, welfare, and human rights of all employees.

Our internal policies and procedures to secure human rights compliance:

01

Equal opportunities

Employees of Innowise Group are hired and evaluated only according to objective qualification requirements, hard & soft skills, and working performance.

02

Employee health and safety

Our company is committed to providing safe and decent working conditions for all employees without exception.

03

Law and regulations compliance

Innowise Group undertakes to follow the letter of the law concerning employees, observing all agreements, social guarantees, and ensuring fair remuneration.

04

Only respectable partners

We interact only with bona fide parties who do not violate human rights, respect their employees, as well as national and international legal and ethical standards.

Governance

Innowise Group's organizational governance is based on the following principles:

Corporate ethics

Innowise Group's operation in the market reflects corporate ethical behaviour, respect for the principles of fair competition and cooperation.

Confidentiality

Innowise Group strictly complies with all confidentiality requirements for partners and customers and systematically develops an internal information security system.

Anti-corruption policy

We strongly condemn all possible forms of corruption and bribery. Our company does not allow any cooperation with unscrupulous parties despite the potential financial benefits.

Individual approach

We do not opt for the "one-size-fits-all" principle and provide an individual approach to each partner and client, maintaining high-quality services.

Labour practices

We strongly believe that sustainable development of the company is driven and maintained by every team member who is comfortable with their job and feels supported and encouraged by the company. Innowise Group facilitates employees in achieving their personal fulfillment and create all the necessary conditions for that:

Decent work & economic growth

Innowise Group provides decent remuneration for all employees and contributes to the economic development of local regions by opening new offices, generating new jobs and increasing the number of employees (at least x1.5 per year), and organizing retraining courses for those who would like to enter the IT field.

Social protection

Innowise Group understands and accepts responsibility to employees in the field of social support, including leave for health reasons, maternity leave, welfare assistance in difficult life situations, etc.

Benefits package

Innowise Group provides a set of corporate benefits to employees, including medical insurance, reimbursement of sports activities, family bonuses and events for children, corporate events, etc.

Employee education

Our employees are provided with opportunities to enhance their hard & soft skills in foreign language courses, thematic meetups, international and local conferences, etc.

Respect for rights of employees

The company respects and observes the rights of employees defined by the relevant legislation and condemns any form of violation thereof.

Fair operating practices

1

Payment ethics

The company adheres to payment ethics unquestioningly, that is, pays bills on time, provides fair compensation, and is open to dialogue to solve possible problems.

2

Respect to property rights

Innowise Group respects private property rights, including intellectual property. Company employees use only licensed software.

3

Anti-corruption policy

We strongly condemn all possible forms of corruption and bribery. Our company does not allow any cooperation with unscrupulous parties despite the potential financial benefits.

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Community development

We strongly believe that sustainable development of the company is driven and maintained by every team member who is comfortable with their job and feels supported and encouraged by the company. Innowise Group facilitates employees in achieving their personal fulfillment and create all the necessary conditions for that:
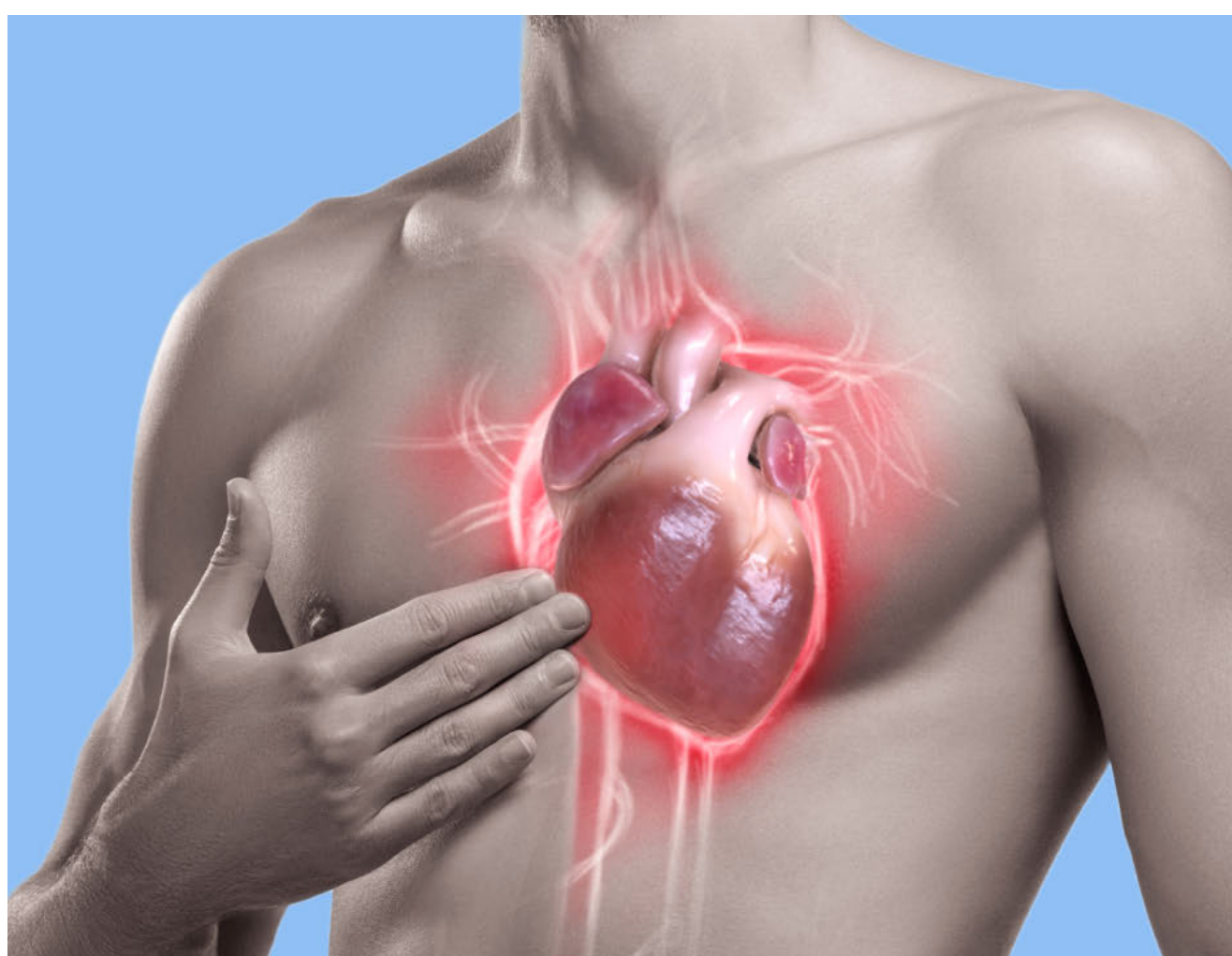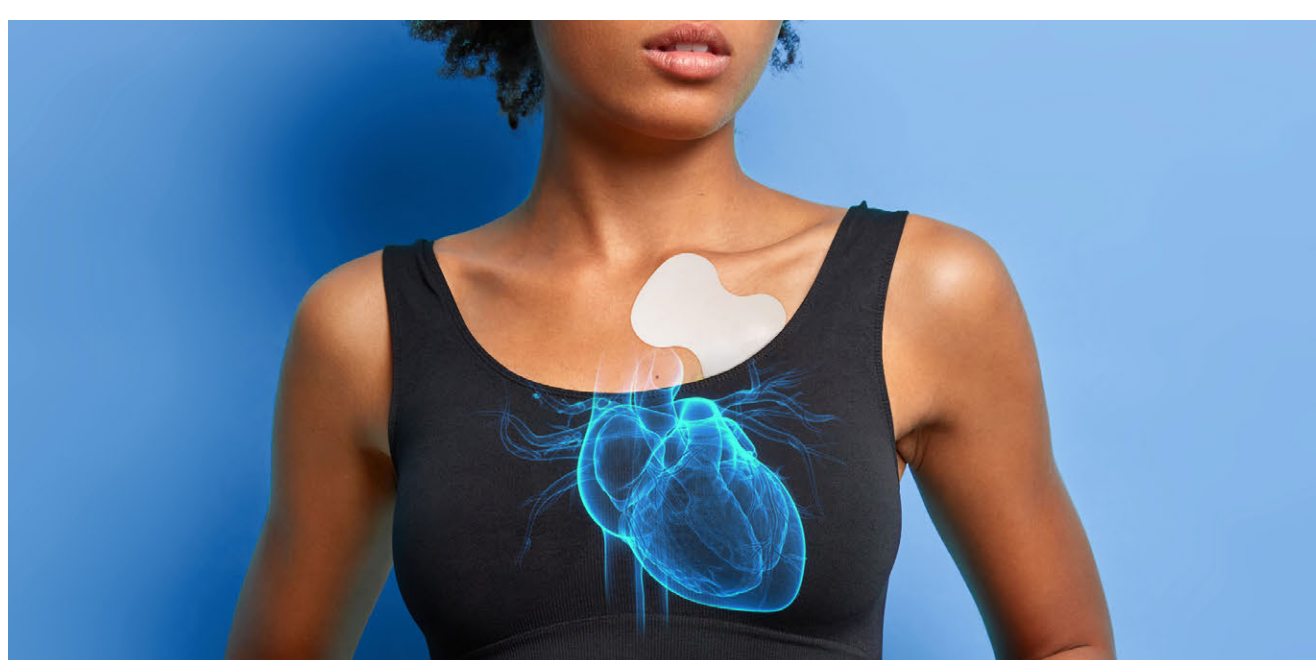

Healthcare

Charity

Healthcare

Innowise Group wants to make a significant contribution to the support of local medical organizations, play a large role in the development of the Healthcare IT industry, and take care of the health of its employees, as it's one of the most important sustainable development goals.
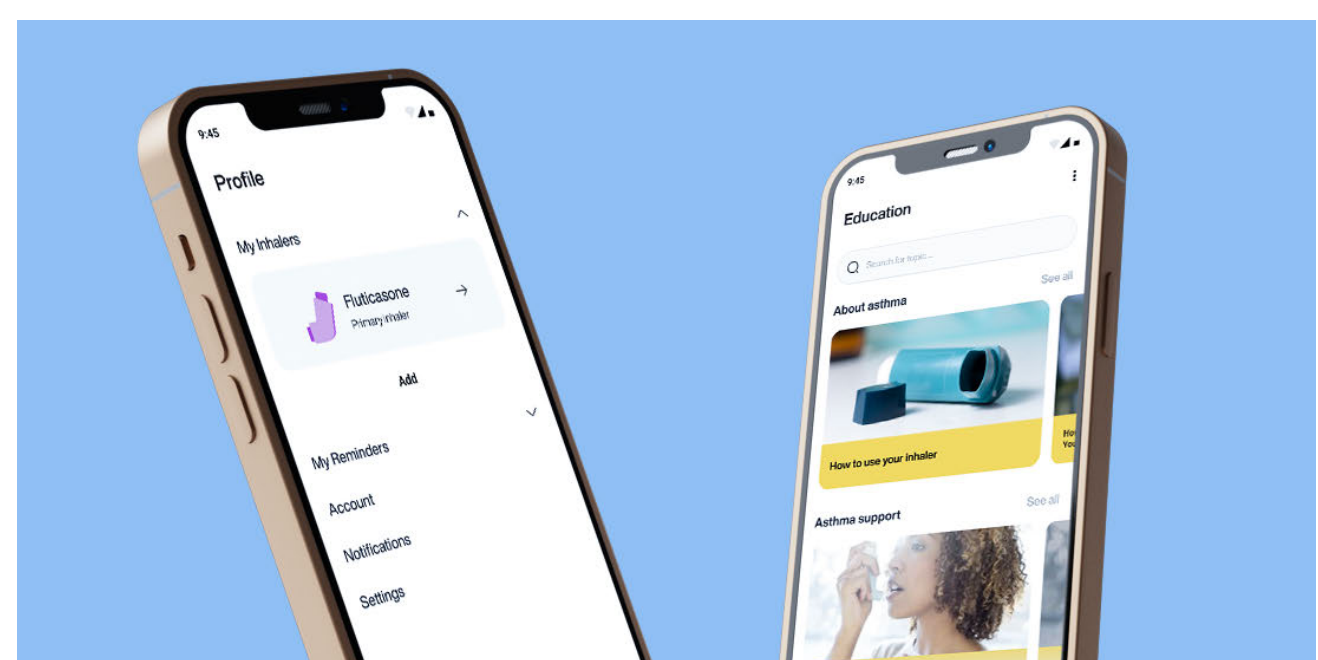
Our technological contribution to driving the Healthcare IT industry:

Innowise Group together with VOKA.IO have developed a free to use app <u>VOKA Pathology 3D</u> for medical students, educators, and doctors. It is a unique full catalog of human pathologies in 3D, facilitating a better understanding of diseases. The app is already available on mobile devices and in a web version, allowing for high-precision visualization and functionality along with scientific articles developed by top-notch surgeons.

Our development team has built a <u>remote patient monitoring platform</u> which helps to manage cardiac wearable monitors outside the clinical environment.

Machine Learning engineers at Innowise Group have created an <u>ML-based asthma management application.</u> It allows people with asthma to control their symptoms with the help of their smartphones.

Countering the pandemic

During the ongoing pandemic, our company cannot stand aside. We help the local healthcare providers with personal protective equipment, including masks, gloves, goggles, face shields, etc.

We also care about the health and safety of our employees. Each member of our team has voluntary health insurance and the opportunity to work remotely so as not to be at risk of infection. Also, Innowise Group provides its employees with personal protective equipment and hygiene products, as well as carries out regular disinfection of the office.

Among our healthcare support activities, we donated money for new equipment and medicines to two regional oncological dispensaries.

Charity

Innowise Group strives to make every possible effort in contributing to the society. There are so many people who are in need of our support, and even the smallest actions can help change their lives for the better. Our employees support initiatives for orphanages, animal welfare organizations, hospitals, clinics, and more. In 2021 and 2022 we have been helping the following organizations:

Oncology centers

Animal-care facilities

State schools and orphanages

Education

We consider education as a fundamental and one of the main elements
of the social development process and our corporate social responsibility activities.
That's why Innowise Group strives to participate in the development of local
educational establishments through investing material resources and conducting
educational activities.

Our contribution to education

01   Innowise Student Lab is a branch of our offices, the purpose of which is to provide a platform for sharing our experience and expertise with students and novice specialists in the form of internships, meetups, open days, and excursions. Currently, our software development company conducts internships for teaching various technologies, including .NET, Java, JavaScript, PHP, Python, Unity, etc.

02   Innowise Group regularly helps faculties of Mathematics, Informatics and Technical Sciences of universities and opens student development laboratories there. They are equipped with servers, PCs, and VR devices. The student labs aim to become a platform for specialized training programs and professional meetups.

03   Innowise Group supports local schools, especially in small cities. In 2021-2022, we donated 150+ sets of furniture and 20+ computers to the school for the equipment of 2 computer classes.

04   We want our employees to grow in every aspect of their life, and we ensure the aspects that depend on us – like professional and career growth. At Innowise Group, we arrange seminars and trainings regularly in multiple fields, so that every employee can get a chance of improving her or his skills at the things s/he's passionate about.

05   We organize meetings for everyone interested in the IT sphere at least once a month, and usually we get over 100 participants at each of them. Over a year, we ran 22 meet-ups in 14 areas such as software development (Python, Java, .NET, mobile, etc.), data engineering, blockchain, metaverse, extended reality, DevOps, UI/UX design, 3D design, and quality assurance. All in all, more than 3000 people attended our educational events, and 82% of participants responded that it had a positive impact on their education.

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Environment

The world we live in needs our care and support, and we, at Innowise Group, are striving to leave a positive imprint on our Mother Earth. From waste paper collection to charity donation - we care about making a difference in this world.

Separate garbage collection for subsequent processing.

We do not use plastic utensils.

Plant trees together with One Tree Planted

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Innowise Group is a reliable IT outsourcing partner to guide your business along the digital journey.

Bringing in our 15-year experience, we provide high-quality software development services with an eye to the goodness of our customers and partners. We develop not only as professionals in the sphere of software development, but also as contributors to the social, economic, environmental, and educational life of our communities.

Let's make the world a better place together!

🌐 **innowise-group.com**   in **innowise-group**