

TECHIIA

TECHIIA OF SOCIAL CHANGE

Corporate Social Responsibility
Report for 2020-2023



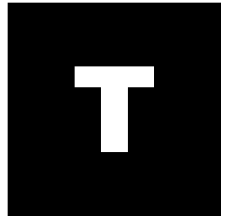
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TECHIIA

ABOUT TECHIIA HOLDING



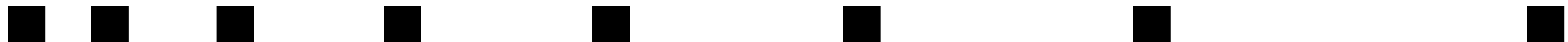


TECHNOLOGICAL SOLUTIONS OF THE FUTURE

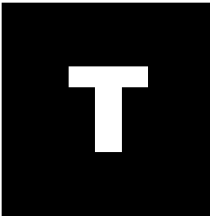
TECHIIA is a tech holding company that brings the best Ukrainian technological solutions to the global market and develops sustainable businesses. The holding unites more than 10 technology companies in the unmanned aerial vehicles, IT, esports, construction technologies, SaaS, and is considering investments in other industries.

The company was founded by serial entrepreneurs Oleg Krot and Yura Lazebnikov. The holding's oldest asset has been operating in the market since 2012, and the products and services of the holding's businesses are used in more than 80 countries.

Business is only a part of what we do. TECHIIA is a lifestyle.



TECHIIA IN NUMBERS



founding of the
first company

2012

merger of companies
into TECHIIA holding

2019

10+

businesses
as of 2023

700+

employees
in Ukraine

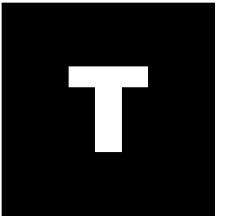
900+

employees
worldwide



4 locations –
Ukraine, Cyprus,
Portugal, USA

VALUES



Our values help us bring together different people in different parts of the world to run a successful sustainable business.

Visionary approach

We think globally and forward to create the products of tomorrow.

Partnerships

We communicate with our customers, partners and employees in an environmentally friendly and equal manner.

Enthusiasm

We believe in what we do and enjoy the process.

Flexibility and openness to new things

We are moving towards our goals and are always ready for ambitious challenges.

Lack of barriers

We are abolishing the limits of development.

Multiculturalism

We respect the cultural and national peculiarities of our clients, partners and employees.

Expertise

We raise our professional level internally and externally.



INDUSTRIES



TECHIIA conducts business flexibly, adapting quickly to external challenges and changes to make the most efficient use of human and natural resources and capital. The holding's asset portfolio is transformed every year, but the principle remains unchanged: to invest and develop Ukrainian technology companies that can use resources efficiently, be useful for the territories of their presence and build sustainable businesses.

 Aerospace technologies

 Construction technologies

 IT products

 Esports

 Media

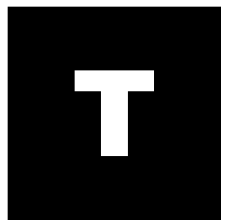
 SaaS

 Car sharing

 Light industry



OFFICES AND AREAS OF OPERATION OF TECHIIA BUSINESSES

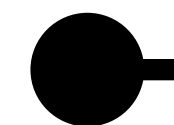


Los Angeles

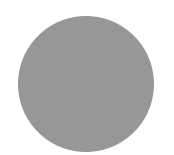
Lisbon

Kyiv

Limassol



Global offices



Geography of clients and partners: 80 countries in Europe, North America, South America, Asia and Africa



BUSINESS PRINCIPLES



In a changing digital world, we develop ourselves and empower others to change this world, making it better, more comfortable and environmentally friendly. We adhere to three main principles in our work:

Continuous evolution

We evolve in unison with our changing world and influence its changes ourselves. We boldly take on new challenges and monitor technological trends to offer the best solutions. Evolution allows us to stay ahead of the curve.

Constructive dialogue

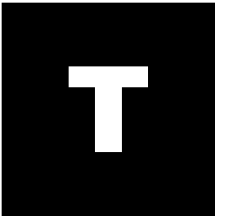
We communicate with our customers and partners on environmental issues. We are flexible enough to change quickly and persistent enough to implement the best solutions.

Idea implementation

Expertise in various fields, enthusiasm and courage to make the most unexpected decisions help us to choose the best idea from a million others.



ACHIEVEMENTS AND AWARDS



Every year, TECHIIA holding, our practices, business, and social projects receive high accolades from independent media, organisations, and experts.

2020

- **Best Employer in Ukraine** according to Business magazine
- **Best Manager** – Yuriy Lazebnikov's award from TOP-100 magazine
- **The most effective social projects** according to TOP-100 magazine
- **Top Transformation Leader** – Oleg Krot's award from Business magazine
- **Best Online Event** – award for WePlay Esports fighting game tournament at the X-Ray competition
- **The Cloud Awards and The SaaS Awards** – ENESTECH's SENET is in the final of the competitions
- **Ministry of Digital Transformation of Ukraine and TECHIIA** sign a memorandum of cooperation



ACHIEVEMENTS AND AWARDS

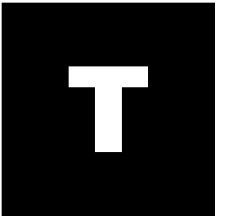


2021

- **Leader of sustainable development** according to the UN Global Compact in Ukraine
- **Sustainability leader** according to TOP-100 magazine
- **Winning the Partnership for Sustainable Development competition** from the UN Global Compact in Ukraine
- **Best employer brand** according to TOP-100 magazine
- **Bronze medal at the Independent Toy Awards** for a plush figure by WP Merchandise
- **TOP product IT companies in Ukraine** according to the IT publication dev.ua
- **Red Dot** was received by the identity of the TECHIIA holding
- **HR brand of Ukraine** according to the career portal GRC.ua
- **Best Manager** – Oleg Krot's award from TOP-100 magazine



ACHIEVEMENTS AND AWARDS



2022

- **TOP philanthropists of Ukraine** according to Delo.ua
- **TECHIIA founders are included in the list of entrepreneurs who help Ukraine the most during the war**, according to Forbes
- **TECHIIA Holding is included in the list of companies that have invested in Ukraine's victory**, according to the TOP-100 magazine
- **The best HR initiatives in Ukraine** according to Delo.ua
- **NGO Techiiia Foundation joined the global movement #StandwithUkraine**

2023

- **Ukrainian hospital modernisation project** receives two awards from CSR Ukraine
- **The holding joined the largest tech association in Cyprus** – TechIsland
- **CEO of TECHIIA Holding is included in the ranking of wartime managers**
- **Winning the Partnership for Sustainable Development competition** from the UN Global Compact in Ukraine

BUSINESSES AND EXPERTISE



TECHIIA Holding concentrates 10+ different business areas and projects. The largest of them are:

Aestech is a company that has patented frameless glazing technologies that allow for the implementation of any design solution for the exterior and interior.

Culver Aerospace is a technology company that provides fast data collection from the ground using UAVs and analyses it to make the right management decisions.

Enestech Software is a product-based IT company that develops the Senet software and hardware complex for managing computer clubs and esports arenas.

TECHIIA Motorsports is a car sharing service in Los Angeles, USA

WePlay Holding is an esports media holding company that operates at the intersection of esports, storytelling and entertainment content.

WP Merchandise! is a manufacturer of premium plush souvenirs based on characters from computer games and comics, as well as props for esports events.

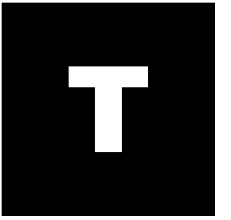
TECHIIA FOUNDATION is a non-governmental organisation through which TECHIIA founders implement charitable and social projects

TECHIIA

SUSTAINABLE DEVELOPMENT OF TECHIIA



WHY IT MATTERS TO US



At the centre of all TECHIIA processes is a person: an employee, a client, a partner, or just a resident of the territory where we operate. Business is inseparable from people's lives, and our task is to interact effectively with society and create added value together.

Our corporate strategy is in line with the principles of sustainable development and aims to increase the profitability of the holding's businesses and benefit society. We develop solutions and implement projects that improve lives and save resources, which will be of great benefit to society in the future and will be safe both in production and in use.

In 2022, we faced a challenge we could never have anticipated – the full-scale invasion of the Russian Federation into Ukraine – the country where most of TECHIIA's businesses originated and where a significant portion of our team works. Since then, supporting the freedom of Ukraine and those affected by the war has become an integral part of our sustainable development policy.



CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS



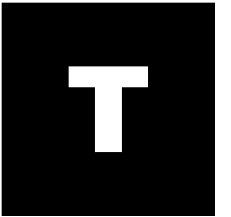
The UN Sustainable Development Goals are deeply embedded in TECHIIA's cultural code. We have been working on their implementation since 2019, when the holding was founded. In 2021, the holding officially joined the UN Global Compact to implement sustainable development projects even more efficiently, share experiences, and motivate other companies to join our common cause.

As a member of the UNGC, we are committed to the Ten Principles of the Global Compact in four areas: human rights, labour, environment, and anti-corruption.

TECHIIA is working to implement the seven Sustainable Development Goals:

- Goal 3: Good health and wellbeing
- Goal 4: Quality education
- Goal 5: Gender equality
- Goal 8: Decent work and economic growth
- Goal 11: Sustainable cities and communities
- Goal 12: Responsible consumption
- Goal 16: Peace, justice and strong institutions

KEY AREAS OF CSR



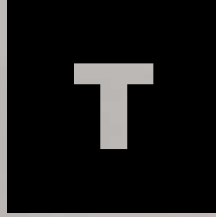
1. Employee safety, well-being, and development

People are TECHIIA's greatest value. Our employees are the main drivers of innovation, growth, and development of the holding's businesses. We maintain the most favourable environment for the work and talent development of our employees, provide opportunities for training and professional growth. Since 2022, after Russia's invasion of Ukraine, we have been helping to create the safest possible living and working conditions for our employees anywhere in the world.

2. Supporting the freedom of Ukraine

On 24 February 2022, Russian Federation troops openly attacked Ukraine. Since then, Ukrainians have been fighting for freedom and defending the territorial integrity of their country. TECHIIA founders Oleg Krot and Yuriy Lazebnikov have allocated hundreds of millions of hryvnias of their own funds for humanitarian aid for Ukraine's defenders and those affected by the war. They also involved partners in their initiatives.





AREAS OF CSR ACTIVITY

3. Taking care of the environment

TECHIIA makes every effort to reduce the negative impact on the environment:

- we use energy-efficient technologies and equipment in our offices;
- sort and dispose of waste responsibly;
- since 24 February 2022, we have completely abandoned disposable tableware in our offices.

In the development and production of technological products, TECHIIA company strives to minimize the environmental impact, both of the products themselves and the manufacturing process. They are conscientious about the use of natural resources and implement energy-efficient technologies.



AREAS OF CSR ACTIVITY

4. Development of the territories of presence

TECHIIA considers itself an integral part of the communities where our businesses, projects, and people operate. We recognise our responsibility to the local communities and countries in which we operate. That's why TECHIIA pays taxes on time and implements CSR projects in the territories of its presence to improve the lives of residents.

We consider various forms of CSR programmes and their main areas of focus:

- Modernisation of equipment in hospitals
- Rehabilitation of children with severe diagnoses
- Accessibility of medical services in the de-occupied regions of Ukraine
- Development of STEM education
- Support for technology startups

**T**

AREAS OF CSR ACTIVITY

5. Reintegration of veterans of the russian-Ukrainian war into civilian life

Brave citizens of Ukraine have taken up the defense of their homeland against russian aggression. Thousands of them have lost limbs, but they remain unstoppable. Neither the enemy, nor injuries, nor anything else can deter them from the desire to live fully in a free Ukraine. We are inspired by the strength of their spirit and assist them in taking the first step again, embracing their loved ones with both arms, and acquiring modern civilian education to enhance their chances of employment.

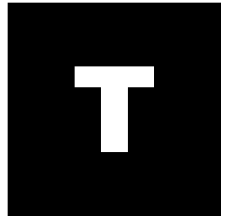
HOW WE IMPLEMENT OUR SUSTAINABILITY POLICY



In 2019, we approved the TECHIIA Sustainability Policy, which we regularly review and adapt to the realities of today. We ensure its implementation through open, constructive, and systematic cooperation and bilateral interaction with all stakeholder groups. Such cooperation is the basis of our success.

- The principles of sustainable development are embedded in the policies, plans, procedures, and processes of the holding. To ensure the openness and transparency of TECHIIA's activities, we have introduced regular provision of information to stakeholders and reporting on the effectiveness of corporate social responsibility.
- We ensure effective interaction with stakeholders, with special attention paid to the population and risk groups whose interests may be affected by the activities of TECHIIA Holding.
- We establish a dialogue between the population and TECHIIA in the places where our companies operate, and this helps to establish open, transparent relations, which is a prerequisite for the further development of the region or regions.
- The holding allocates its own funds for social investments in the regions where it operates and also raises funds from partners. Our social initiatives are aimed at solving pressing problems and contribute to a real improvement in the quality of life.

TECHIIA Holding practices the principles of sustainable development at all levels of the organisation. We engage all stakeholders in cooperation. TECHIIA Holding studies their needs and priorities and takes them into account when planning and implementing its projects, opening new business areas, and implementing CSR activities.

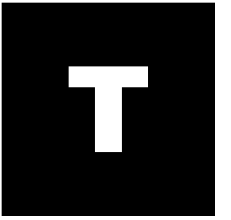


Stakeholders	Engagement Approach
Employees	Researching the level of engagement and commitment to the holding, setting goals and evaluating results. Joint implementation of social projects aimed at helping children with cancer and defenders of Ukraine.
Business partners	Involvement in the implementation of social projects, joint implementation of environmental production standards, and joint contribution to the development of young entrepreneurs and startups.
Non-governmental organizations	Participation in the implementation of social and educational projects, promotion of Ukrainian technology companies in Ukraine and the world, development of the Ukrainian and Cypriot IT ecosystems.
Governmental organizations	Consultations, public discussions on investments, development of technology start-ups, Ukrainian and Cypriot IT ecosystems, reintegration of veterans of the russian-Ukrainian war into civilian life.
Clients	Joint implementation of CSR projects for the development of the areas of presence, promotion of environmentally friendly production.

TECHIIA

Stakeholders	Engagement Approach
Media	Informing and consulting, promoting technology business, shaping the image of Ukraine as an innovative country.
IT community of Ukraine	Interaction through industry associations, joint promotion of the IT industry in domestic and foreign markets, creation of conditions for the development of industry employees and startups.
Local communities	Joint implementation of social projects in the field of healthcare, support for Ukraine's defenders, reintegration of veterans of the russian-Ukrainian war into civilian life, and direct beneficiaries of a number of CSR programmes.
Defenders of Ukraine and veterans of the russian-Ukrainian war	Direct beneficiaries of a number of CSR projects
Victims of the russian-Ukrainian war	Direct beneficiaries of a number of CSR projects

WE COMPLY WITH THE GDPR



TECHIIA operates and has offices and representative offices on different continents, including the EU. In 2020, the holding adapted most of its business processes and security measures to the requirements of the new European Union's General Data Protection Regulation (GDPR).

The Regulation standardizes data protection laws in all 27 EU countries and sets out rules for the control and processing of personal information (PII). The Regulation enables EU citizens and residents to control their personal data and simplifies the regulatory environment for international business by unifying regulation across the EU. The GDPR applies to all organisations that store and process personal data of EU residents, regardless of geographic location.

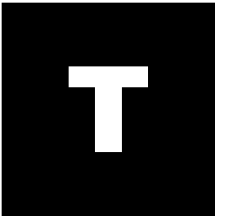


TECHIIA

SAFETY, WELL-BEING, AND DEVELOPMENT OF EMPLOYEES



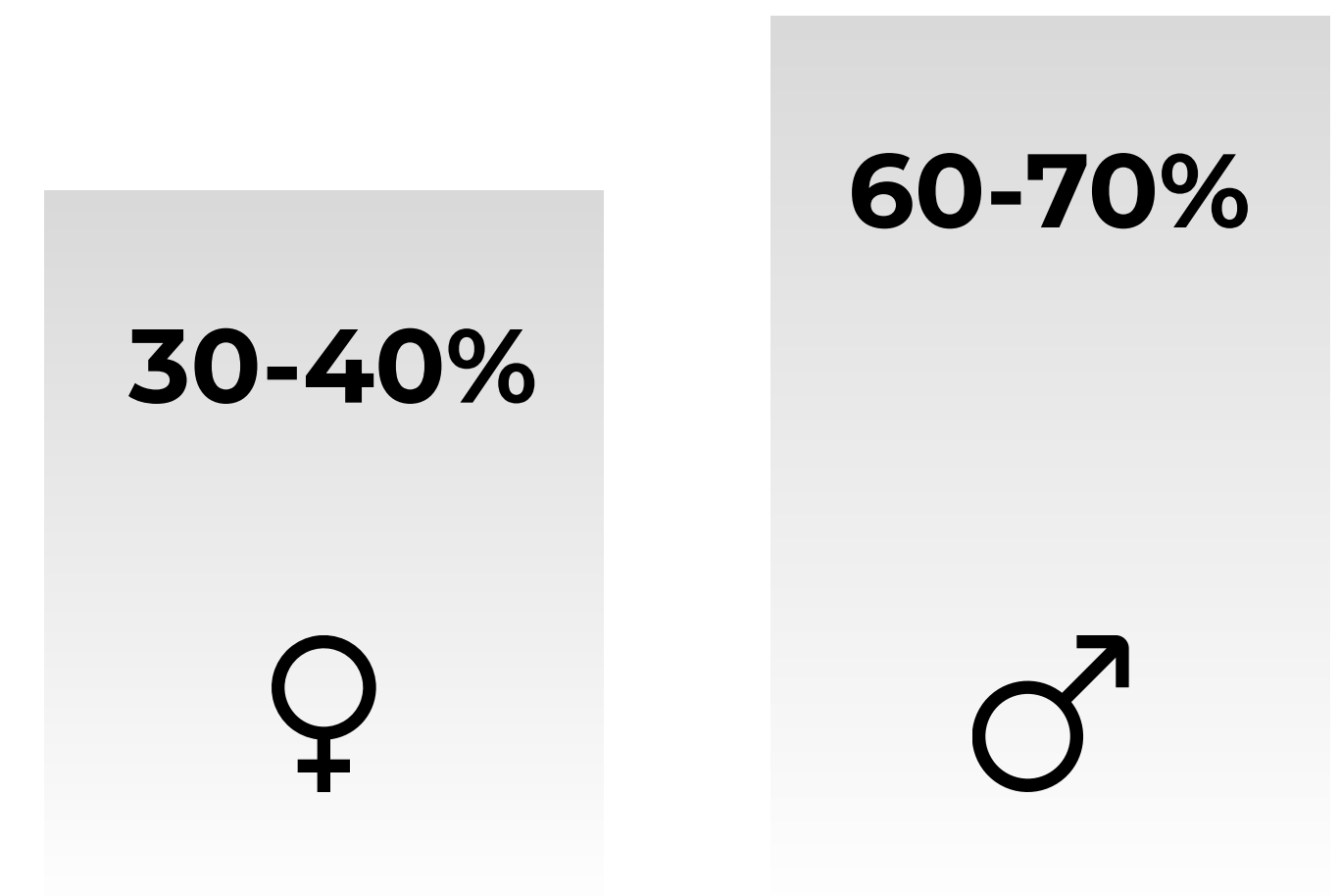
TECHIIA PEOPLE



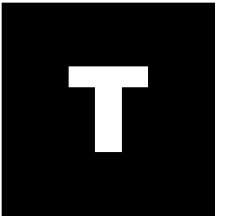
People are our greatest asset and our most valuable capital. We hire the best specialists from all over the world who can work remotely or in one of our offices in Ukraine, Cyprus, the USA, or Portugal. TECHIIA Holding, like most of its assets, has Ukrainian roots, so a large part of the team works in offices in Ukraine.

Dynamics of the number of employees in the ecosystem of TECHIIA companies

The gender ratio



COMFORTABLE WORK FROM ANYWHERE IN THE WORLD



The COVID-19 pandemic has reshaped approaches to work. After the remote work format during lockdowns, we transitioned to a hybrid format that taught us to be flexible and equally effective both in the office and remotely. In particular, this experience helped us quickly establish productive work in February-March 2022 after the initial days of the full-scale Russian invasion of Ukraine.

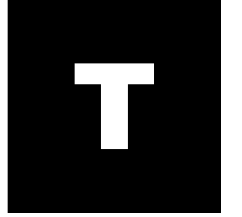
Amenities in the offices

- Ergonomic workplaces
- Meeting rooms of various formats
- Humidifiers and lots of greenery
- Cosy kitchens with crockery, appliances and goodies
- Recreation areas
- Possibility to bring children and pets

Organization of remote work

- The option to take corporate equipment home
- Access to and corporate subscriptions for necessary software
- Absence of time-tracking programs
- Regular one-on-one online meetings with managers and HR for quick resolution of current issues
- Online meetings in the format of TOPs Talks for sharing news, achievements, and company plans

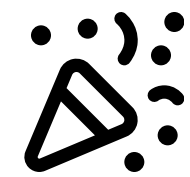
ADDITIONAL BENEFITS OF WORKING AT TECHIIA



Work/life balance – flexible working hours, paid holidays, the opportunity to work remotely or in the office.



Health insurance – the holding provides employees with a VIP insurance package from leading insurance companies and discounts for insurance of relatives



Corporate events – summer and winter corporate events, theme parties, celebrations for employees' children.

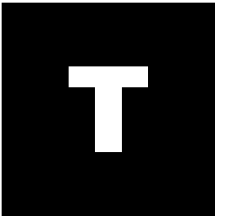


Training compensation – the holding reimburses employees for up to 50% of the cost of external training programmes



English language courses – until 2022, the holding employed an English teacher who conducted individual and group classes; since 2022, the company has been reimbursing the cost of external English courses

SAFETY IS A TOP PRIORITY



From 24 February 2022, the Ukrainian team took a break from work for about a week. We postponed all business tasks and gave our employees enough time to ensure safety for themselves and their families.

Reaction to russia's full-scale invasion of Ukraine

- The company paid all employees three months' salary in advance
- Organized shelter for employees and their families in a hotel in Zakarpattia
- Organized the relocation of some of the staff from Ukraine to Cyprus
- In the first months of the war, regular short pulse meetings "How are you" were held to find out about the psychological and physical state of each employee
- During the first year of the great war, a series of online meetings with psychologists were held to support mental health
- Organized first aid courses for the teams
- Collected and distributed personal first aid kits to all members of the Ukrainian team
- Developed an evacuation plan in case of a repeated invasion of Kyiv region and communicated it to employees

OUR KYIV OFFICE IS OUR CORPORATE POINT OF INVINCIBILITY



On 10 October 2022, Russia launched regular massive missile attacks on the Ukrainian power grid. Until February 2023, emergency power outages lasting from 4 hours to several days were in effect across the country. We turned TECHIIA's headquarters in Kyiv into a fortress where everyone could find heat, light, and comfortable working conditions.

Office readiness for blackouts:

- Ensured complete energy independence of the office
- Provided heating for most of the premises
- Purchased blankets for each employee for additional warmth and emergency situations
- Provided uninterrupted access to the Internet
- We distributed powerful high-capacity power banks to our employees, which allow them to charge their laptops and smartphones



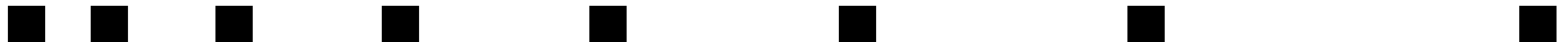
ETHICAL STANDARDS AND EQUAL OPPORTUNITIES FOR EVERYONE



TECHIIA is guided by ethical standards and the desire to build relationships with employees based on mutual support, respect, and care. All employees are equal, regardless of social status, gender, religion, sexual orientation, or race. We strive to provide equally comfortable workplaces for everyone.

Ethical standards of interaction in the holding are set out in the following documents:

- [Code of Ethics](#)
- Internal communication policy in the holding
- Recommendations for communication in the digital space



EMPLOYEE DEVELOPMENT AND TRAINING

T

Our presence in various industries and the constant search for innovation motivate us to constantly improve our skills and acquire new knowledge. We provide equal opportunities for all employees to access educational programmes: from partial compensation for external training to internal courses and programmes.

Over the course of 4 years, employees at the holding have participated in:

80+

external training
sessions and workshops

120+

internal training sessions
and masterclasses

7000+

hours of English
language learning
(individual and group
sessions)

CAREER DEVELOPMENT



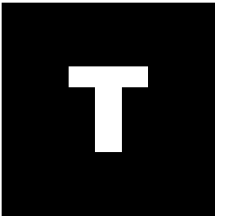
Having structured the companies into a holding in 2019, we at TECHIIA have formed common approaches to career development opportunities for each employee. In 2023, they evolved into the TECHIIA Performance Evaluation Policy. It aims to provide an objective and fair assessment of employees, determine their performance and achievements, and stimulate their development and contribution to the company's development.

Objectives of the Policy:

- ensure a systematic approach to the personnel evaluation process in general and to each of its stages separately and establish clear conditions for evaluating personnel performance;
- create effective training programmes for all levels of employees;
- to fix the methods of motivating teams and each employee to increase their efficiency in achieving results.



TAKING CARE OF PHYSICAL HEALTH



In the holding, we create necessary conditions to ensure that each employee's workplace is safe and comfortable. Since 2021, we have ensured a high level of medical protection and healthcare for employees and their families, regulated by the Corporate Voluntary Medical Insurance Policy.

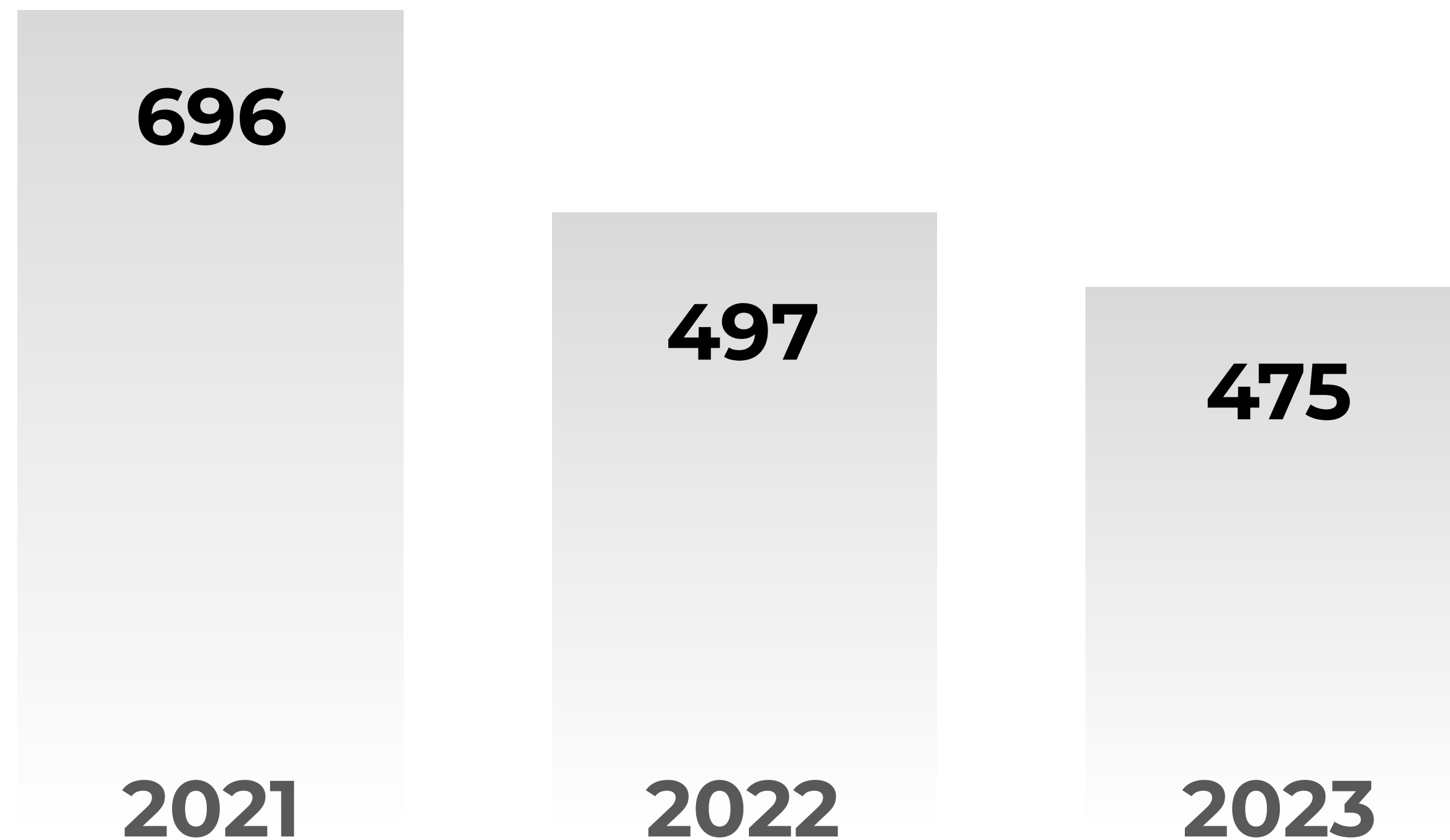
- For employees, the holding fully covers the cost of a VIP medical insurance package in the largest insurance companies
- Each employee has the opportunity to insure their family members at corporate rates
- Medical insurance programmes provide a full cycle of care: from the rapid response of insurance assistance to a doctor's appointment, covering all his recommendations, including medications, tests and medical procedures





TAKING CARE OF PHYSICAL HEALTH

The number of employees who took advantage of the corporate voluntary medical insurance programme:



TAKING CARE OF MENTAL HEALTH



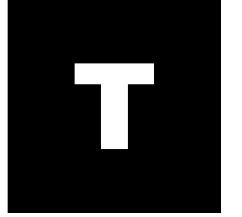
Following Russia's full-scale invasion of Ukraine, the mental health of the Ukrainian team has become one of the company's top priorities. We regularly organize online meetings with psychologists and other specialists to help relieve anxiety and develop useful skills during the war.

Here are the main trainings attended by TECHIIA employees:

- Basic life support
- Psychology during war: what are we experiencing?
- Stabilisation techniques in times of war: how to help yourself and your loved ones
- First aid courses
- Finance in times of war
- Truth and lies in the digital age



SIGNIFICANT EVENTS IN THE LIVES OF EMPLOYEES



Since 2020, the holding has had a Policy on Significant Life Events for Employees, which regulates material and non-material support for employees in the event of such events.

We classify 3 types of significant events:

- Marriage
- Birth of a child
- Loss of a loved one

In the event of any of these events, the employee can count on the company's support:

- Additional days of leave
- Financial assistance
- Maternity leave

Important! Both the mother and father of a newborn child can take maternity leave. The company pays for maternity leave for 4 months.

TECHIIA

SUPPORTING THE FREEDOM OF UKRAINE



WITHOUT A FREE UKRAINE, THERE WILL BE NO TECHIIA



After 24 February 2022, Supporting Ukraine's Freedom became a key area of TECHIIA's corporate social responsibility. We were inspired by the exploits of the defenders of Ukraine, including more than 30 employees of the holding, and decided to go beyond our capabilities to become a reliable rear for them.

As of the end of 2023, various units of the Ukrainian Defence Forces received \$23.07 million worth of necessary items and equipment from TECHIIA holding through the TechiiA Foundation NGO. First of all, these are bulletproof vests and helmets, thermal imagers and optics, generators, tactical clothing and equipment, drones and communications, first aid kits and medications.



FOUNDATION
TECHIIA

INTERIM RESULTS OF ASSISTANCE TO DEFENDERS OF UKRAINE

\$23,07 million



FOUNDATION
TECHIIA



\$7,09 million
Armored protection



\$5,28 million
Thermal imagers and optics



\$2,75 million
FlyEye drones



\$745 thousand
Vehicles



\$424 thousand
Drones and accessories



\$332 thousand
Means of communication



\$4,5 million
Clothing and equipment



\$1,54 million
Individual first aid kits



\$57 thousand
Life jackets



\$25 thousand
Water filters



\$24 thousand
Chemical heating pads



\$9 thousand
Protected laptops



\$294 thousand
Diesel generators



\$7 thousand
Potbelly stoves

BENEFICIARIES OF THE ASSISTANCE



The biggest challenge for everyone supporting Ukraine's defenders is the inability to help everyone in need. Unfortunately, it is necessary to prioritize. Since February 24, 2022, various units of different branches of the military and structures of the Defence Forces of Ukraine have received assistance from the Techiiia Foundation. This includes various mechanized brigades of the Armed Forces of Ukraine, Territorial Defense units, marines and border guards, units of the Main Intelligence Directorate and the National Police, Special Operations Forces, and anti-aircraft defense units.

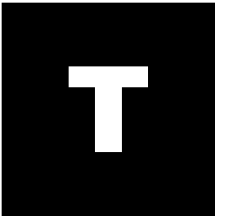
This is not the entirety of TECHIIA's assistance, but as long as russia continues its war against Ukraine, we cannot publicly report on all the aid. This could potentially harm the ongoing fight for freedom and peace in Ukraine.



FOUNDATION
TECHIIA



#STANDWITHUKRAINE



In the first months of the full-scale war, the Techiia Foundation engaged well-known and influential people in the international arena to draw attention to Ukraine and call for support for Ukrainians in this difficult period. The opinion leaders recorded video messages as part of the global initiative StandwithUkraine. The venue for the messages was the WePlay Esports Arena L.A. in Los Angeles.

Project participants:

- **May Musk**, model, nutritionist
- **Roland Emmerich**, film director known for “The Day After Tomorrow” and “2012”
- **Gunter Slaeuwagen**, Ambassador of Belgium to the United States
- **Andriy Komarovskiy**, IT entrepreneur in the United States
- **Ivan Agapchev**, owner of a car-sharing business in the United States



CONNECTING WITH THE IT COMMUNITY IN UKRAINE



To increase the effectiveness of its assistance to Ukraine, TECHIIA has joined forces with Ukrainian IT communities and associations.

- IT Ukraine Association and NGO Techiiia Foundation signed a memorandum of cooperation. Together with the Kharkiv IT Cluster, the **partners raised USD 20,000 and purchased ambulances** for territorial defence.
- NGO Techiiia Foundation and the IT cluster of the city of Dnipro, IT Dnipro Community, have joined forces to raise funds, implement joint projects and purchase humanitarian aid for Ukraine's defenders and those affected by the war. Together, the **partners raised USD 147,000 and purchased an A1-SM Furia reconnaissance unmanned aerial vehicle.**



POST-WAR RECOVERY OF UKRAINE

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- In 2023, TECHIIA Holding and its company Aestech signed the **Ukraine Business Compact**, an official statement of support for the restoration and reconstruction of Ukraine, intentions to invest in the country and facilitate the exchange of experience between entrepreneurs
- Since 2022, **Culver Aerospace has been a partner of the “Russia Will Pay” initiative** – the company's UAVs help collect data on the material damage caused to Ukraine by the war
- For two years in a row, TECHIIA representatives have been **participating in the main event for the restoration of Ukraine** – Ukraine Recovery Conference, as well as in Europe4Ukraine events



SUPPORT FOR PEOPLE WHO HAVE LOST THEIR HOMES DUE TO WAR



The "Techiia Foundation" funded three months of operation of a shelter for IDPs in Chernivtsi. The organisation transferred UAH 1.56 million.

The shelter provides free temporary housing for Ukrainians who have been forced to leave their homes due to russia's military aggression. One such shelter was established by the charitable foundation "Committee of Public Rescue of Ukraine" in the city of Chernivtsi in western Ukraine.

Since the beginning of the full-scale russian invasion of Ukraine, over 3,000 displaced individuals from hotspots such as Kharkiv, Mariupol, Kramatorsk, and other areas of the country have received temporary housing at this shelter. During the funding period by the "Techiia Foundation," more than 120 people, including over 30 children, were residing there.



FOUNDATION
TECHIIA



TAKING CARE OF THE ENVIRONMENT



MINIMIZING THE NEGATIVE IMPACT ON THE ENVIRONMENT



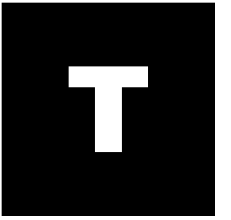
We equip our offices with energy-efficient technologies and operate with minimal negative impact on the environment:

- Using energy-efficient solutions in lighting, heating, and air conditioning
- Working with energy-efficient equipment of the highest class
- Sorting household waste
- Recycling batteries
- Having completely eliminated the use of disposable plates and glasses

When developing technological solutions, TECHIIA businesses take into account their possible impact on the environment and minimize possible risks:

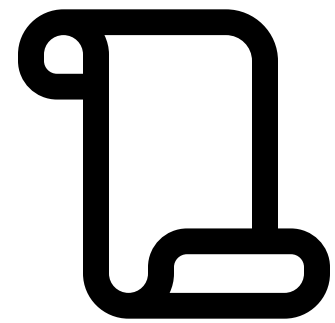
- Consideration of the environmental impact of the decision
- Careful use of natural resources
- Application of energy-saving technologies

WASTE MANAGEMENT

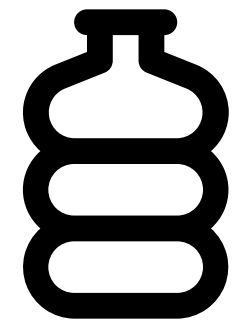


Waste sorting in all TECHIIA offices is a common practice and a mandatory routine. The office space has separate containers for different types of waste, which are later recycled.

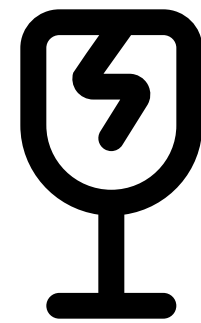
TECHIIA sends such waste for recycling:



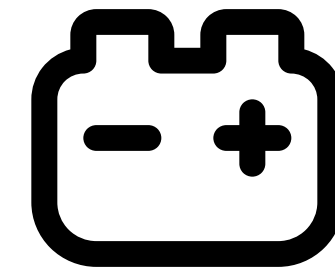
Paper



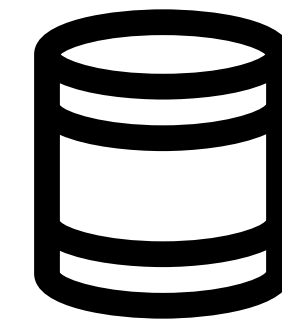
Plastic



Glass



Batteries



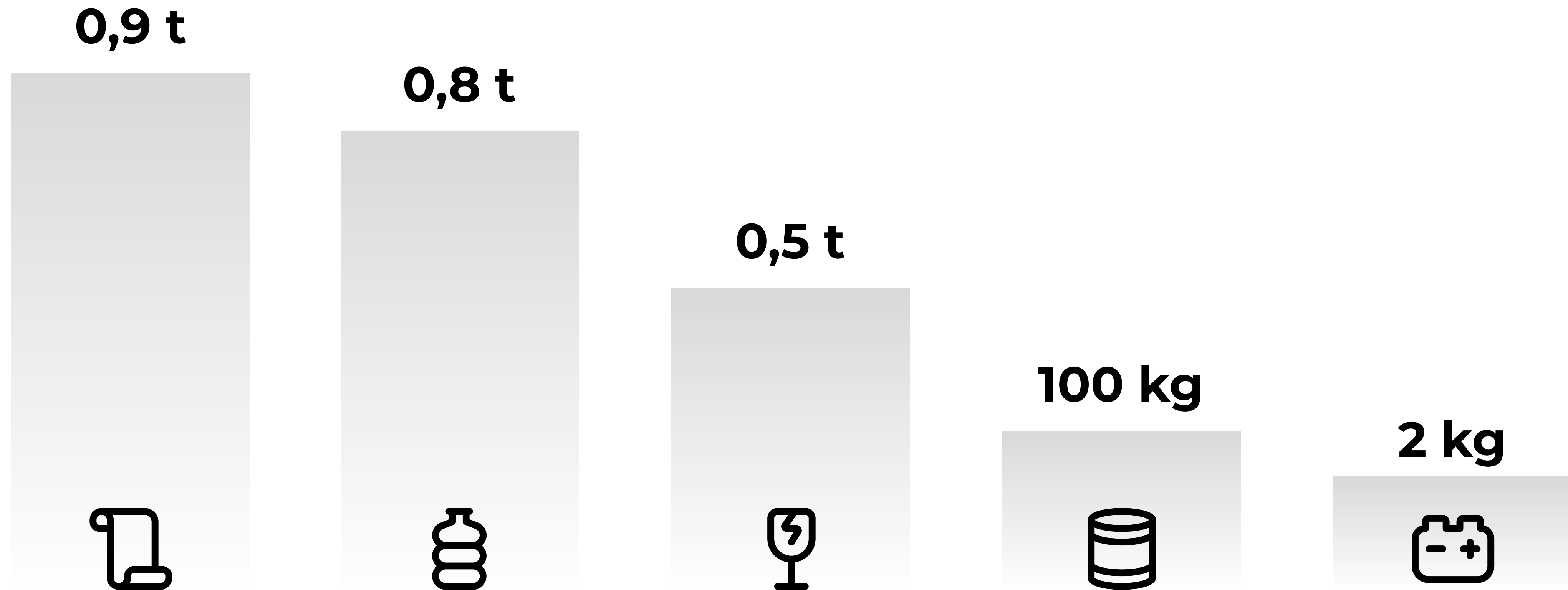
Metal



WASTE MANAGEMENT



On average, TECHIIA Holding submits an annual average of materials for recycling:

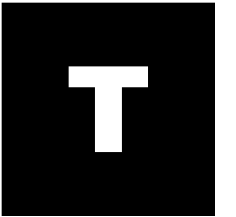


TECHIIA

DEVELOPMENT OF THE TERRITORIES OF PRESENCE



FOCUS ON UKRAINE



TECHIIA offices operate in four countries: Ukraine, Cyprus, Portugal, and the United States. However, most of the employees and the largest hiring takes place in Ukraine, and it is in Ukraine that most of TECHIIA's businesses were born. Therefore, most of the projects aimed at developing territories are concentrated in Ukraine.

As a technology holding company, TECHIIA directly and indirectly influences the development of the Ukrainian IT industry and other industries. The holding implements projects that contribute to the social and technological development of Ukraine. Both directly and through the NGO Techiiia Foundation, the holding strengthens local communities, cooperates with business associations and state and local authorities.



TECHIIA

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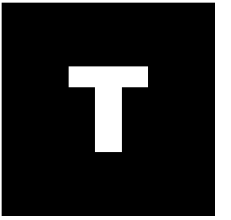


Міністерство
цифрової трансформації
України

PARTNERSHIP WITH THE MINISTRY OF DIGITAL TRANSFORMATION



COOPERATION WITH THE MINISTRY OF DIGITAL TRANSFORMATION OF UKRAINE



In 2020, the Ministry of Digital Transformation of Ukraine and the international technology holding TECHIIA announced the first large-scale technology project in Ukraine to solve a global problem in high-speed data processing.

At the same time, the Ministry of Digital Transformation and TECHIIA signed a Memorandum of Cooperation on the development of the information technology industry, construction of data centres, development of esports and STEM education in Ukraine. Among the signatories were Mykhailo Fedorov, Vice Prime Minister and Minister of Digital Transformation of Ukraine, and Yuriy Lazebnikov, Managing Partner of TECHIIA Holding.

Unfortunately, russia's full-scale invasion of Ukraine has made some adjustments. As of the end of 2023, the left-bank part of the Kherson region, where the data centre was to be built near Nova Kakhovka, remains under russian occupation. Therefore, the data centre project will resume after the region is de-occupied.

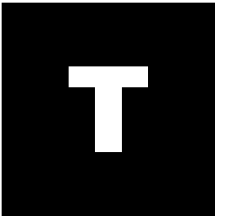
TECHIIA

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Міністерство
цифрової трансформації
України

COOPERATION WITH THE MINISTRY OF DIGITAL TRANSFORMATION OF UKRAINE



However, before the start of the big war, TECHIIA and the Ministry of Digital Transformation managed to implement many projects. Here are the main ones.

Development of esports in Ukraine:

- In partnership with the Ministry of Youth and Sports of Ukraine and the Ukrainian Esports Federation, we conducted the first study of the esports industry to formulate a strategy for the development of esports at the state level (the process was suspended due to Russia's full-scale invasion of Ukraine);
- In 2021, WePlay Studios (part of TECHIIA holding) held 5 tournaments of its own, including WePlay AniMajor in Dota 2, the largest international esports tournament in the history of Ukraine;
- WePlay Studios engaged world boxing stars, including Oleksandr Usyk, in the promotion of esports and founded the WUFL fighting game esports league.

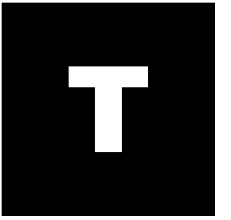
TECHIIA

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Міністерство
цифрової трансформації
України

COOPERATION WITH THE MINISTRY OF DIGITAL TRANSFORMATION OF UKRAINE



However, before the start of the big war, TECHIIA and the Ministry of Digital Transformation managed to implement many projects. Here are the main ones.

Strengthening Ukraine's IT and startup ecosystem:

- In 2021, TECHIIA helped to update the 360 Tech Ecosystem Overview, an online portal for finding business information about the Ukrainian IT industry, with sections on investors, R&D centres, and IT education
- In 2023, TECHIIA supported the creation of Techosystem, an association of Ukrainian technology companies. The goal is to contribute to the development of the startup ecosystem and innovation infrastructure, as well as to establish Ukraine as one of the digital leaders in Europe;
- Yura Lazebnikov, Managing Partner of TECHIIA Holding, joined the Board of Experts of the Ukrainian Startup Fund, and his vote is taken into account when evaluating projects that are to receive angel investments from the Fund;
- Experts from the holding's companies became judges and mentors at YEP! events, The Founders Club, ISE Corporate Accelerator and others.

TECHIIA

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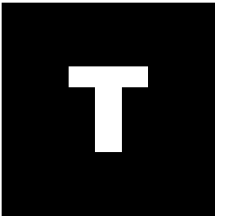
Міністерство
цифрової трансформації
України

TECHIIA

MODERNIZATION OF UKRAINIAN HOSPITALS



“GET WELL SOON!” PROJECT



In leading European countries and the United States, approximately 85% of children with cancer recover, while in Ukraine, more than 50% die. Each lost child's life is a tragedy for the family, a financial loss for the state, a loss of future ideas and discoveries, and a loss of potential employees. We can improve the recovery rate. To do this, we need to modernize hospitals, provide quality rehabilitation for those who have managed to overcome the disease, and improve the qualifications of doctors. The "Get Well Sooner!" project is designed to help Ukraine solve the first two tasks.

The project was born in 2019 out of the internal need of TECHIIA holding founders Oleg Krot and Yuriy Lazebnikov to improve paediatric medicine. Oleg's whole family are doctors, but he is the only one who went into business. As a businessman, he doesn't save people with a scalpel, but he can support those who do. He first involved Yuriy Lazebnikov in this idea, and then the entire TECHIIA team.

Our long-term goal is to reduce children mortality in Ukraine, increase the level of life satisfaction in Ukrainian families, provide the state with healthy able-bodied citizens, and businesses, including TECHIIA holding, with future employees and managers. We help children and their families overcome serious illnesses to live together in a society of healthy and happy people.





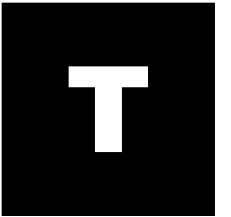
“GET WELL SOON!” PROJECT

"Get Well Soon!" is a comprehensive project that unites:

- projects for the purchase of equipment and medicines for children's hospitals;
- a rehabilitation programme for children after major surgeries, which has grown into a separate “Eva” Inclusion and Correction Center

In 2019, the "Techia Foundation" took the first medical institution under its care – the regional children's hospital in Kropyvnytskyi. In the years 2020-2023, we successfully expanded the project. Through public communication, employees of the holding companies joined its implementation, the number of partners and beneficiaries of aid increased. The "Techia Foundation" began collaborations with the Charitable Foundation "Tabletochki," the NGO "Direct Aid Foundation," the Charitable Foundation "Angel of Life," and also expanded the geography of projects to 14 Ukrainian cities.

“EVA” INCLUSION AND CORRECTION CENTER



Since March 2021, the “Eva” Inclusion and Correction Center has been operating in the middle of a pine forest in the suburbs of Kyiv. Every year, about 300 children can receive free professional help here. The work of Eva is organised by the Direct Aid Foundation, and the Techiia Foundation fully funds the project.

"Eva" works with children diagnosed with:

- cerebral palsy
- autism
- Down, Rett, Williams syndromes
- disorders of the nervous system
- dysarthria, alalia
- skull defects
- multiple developmental disabilities
- heart, hearing, and visual impairments
- disorders of the musculoskeletal system
- rehabilitation after oncology

Specialists of the Eva Centre:

- rehabilitation specialists
- psychologists
- neurocorrectional psychologists
- defectologists
- art therapists
- masseurs
- kinesiotherapists





DIRECT RESULTS OF THE "GET WELL SOON!" PROJECT

From 2019 to 2023, 19 hospitals in 14 cities across Ukraine received equipment and medical supplies totaling 26.8 million UAH. According to the data obtained from medical institutions, during the entire project period, with the help of equipment from the "Techiia Foundation," over 10 thousand surgeries and procedures were successfully performed, and more than 84 thousand laboratory tests were conducted for 13 thousand patients.

The Inclusion and Correction Center "Eva" received funding in the amount of 7.3 million UAH, including 3.7 million UAH in 2022. During this time, "Eva" provided qualified rehabilitation services to 418 children, with another 300 children waiting for their turn for rehabilitation. Over almost 2 years of the center's operation, children have received 18.5 thousand hours of rehabilitation and correction services for free.



RESULTS OF THE PROJECT "GET WELL SOON!" IN 4 YEARS OF IMPLEMENTATION



New equipment in hospitals:



14 cities

geography of assistance



19 hospitals

received equipment



UAH 26.8 million

the cost of equipment

Eva Inclusion and Correction Center:



418 children

received rehabilitation services



18.5 thousand

provided hours of rehabilitation



UAH 7.3 million

a grant from the Techiiia Foundation

With the help of the equipment carried out:



10 thousand

operations



84 thousand

laboratory tests

INDIRECT RESULTS OF THE "GET WELL SOON!" PROJECT



Thanks to the implementation of the "Get Well Soon!" project, not only were immediate beneficiaries of assistance helped, but it also:

- **strengthened the image of TECHIIA holding as an employer** – recommendations from employees became the most successful channel for attracting candidates;
- **increased employee engagement in the company's life** – over 120 employees of TECHIIA holding companies participated in the project implementation;
- **formed internal and external ambassadors** – partners and beneficiaries of assistance publicly share the results of good deeds and TECHIIA's news;
- **gained recognition in the market as a representative of sustainable business** – nominations in five sustainability and CSR project ratings, awards from the United Nations Global Compact Network in Ukraine, GRC career portal, CSR Ukraine center.

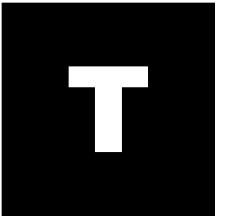


TECHIIA

DEVELOPMENT OF EDUCATION IN UKRAINE



PROMOTING STEM EDUCATION

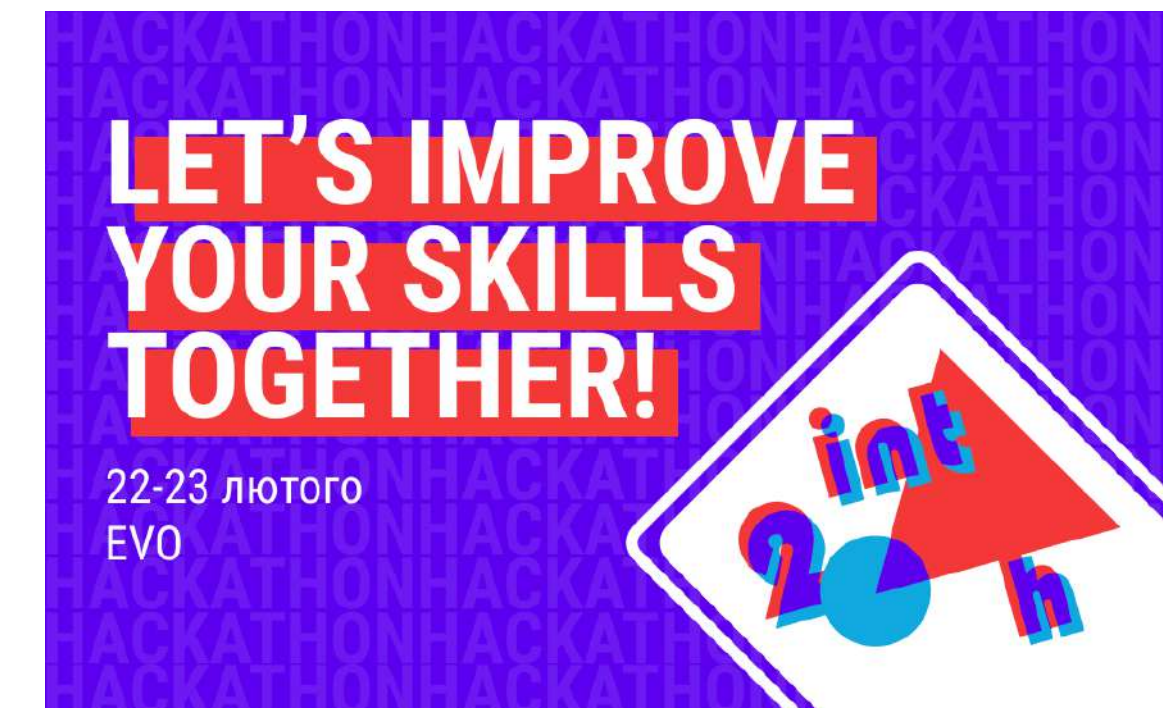


The TECHIIA holding team develops innovative solutions that make people's lives better and operate in harmony with the environment. Technology is our element and a bridge to the economy of the future. That is why we implement projects to improve the quality of STEM education for schoolchildren and students.

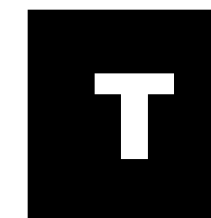
We do our best to ensure that STEM education meets the needs of the IT market.

Implemented cases:

- supported two Int20H student hackathons
- became the general partner of the IT school Data Engineering and Security 2021

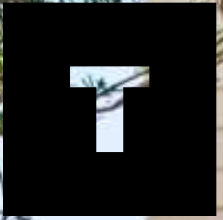


MODERNIZATION OF THE KYIV NATIONAL I. K. KARPENKO-KARYI UNIVERSITY



- In 2021, WePlay Studios initiated the course "Animation Film Directing" at the Kyiv National I. K. Karpenko-Karyi University of Theatre, Cinema and Television. The course teaches students 3D graphics, game design, animation design, and working with audiovisual videos.
- In 2023, WePlay Studios and the Kyiv National I. K. Karpenko-Karyi University of Theatre, Cinema and Television agreed on long-term social cooperation. Specific plans were set out in a joint memorandum. First of all, the company will improve the material and technical base of the university and organize training lectures with the participation of practitioners.

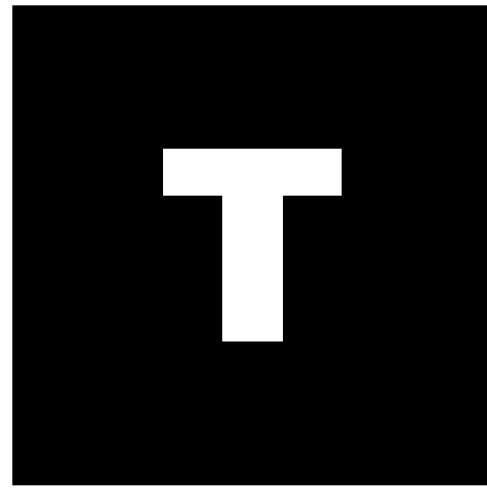




SUPPORT FOR UKRAINIAN EDUCATION IN CYPRUS

Oleg Krot, co-founder of TECHIIA holding and president of the NGO Techiiia Foundation, has supported a Ukrainian social primary school in Limassol, Cyprus. Thanks to his financial support, Ukrainian children in Limassol who fled their home country due to Russia's invasion are receiving a quality education according to the Ukrainian primary school curriculum.

More than 30 children study here in grades zero, one, two and four. The children are taught under the New Ukrainian School (NUS) programme in partnership with a school in Ukraine. This means that the students will receive the necessary knowledge and documents that will allow them to continue their education in Ukraine or Cyprus without any problems. Tuition fees are symbolic, several orders of magnitude lower than in other schools on the island. This became possible thanks to the support of the president of the NGO Techiiia Foundation.



The Sustainability Report is compiled in accordance with the Global Reporting Initiative (GRI) framework and contains standard disclosure elements about TECHIIA Holding for the period of four years from 01 January 2020 to 31 December 2023. The report provides summary data for all companies included in the holding as of December 2023.

We would be happy to answer any questions about this report and corporate social responsibility.

pr@techiia.com

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COMPLIANCE WITH THE GRI STANDARD		
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