TECHIIA

THE SYNERGY OF BUSINESS AND SOCIETY

Corporate Social Responsibility Report
of **TECHIIA** holding 2019

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TECHIIA



Opening Speech

from TECHIIA
holding founders

01

Oleg Krot
Managing Partner at TECHIIA holding

Since starting our business in 2006, we have developed TECHIIA technology holding, which today unites **more than 10 companies** and projects.

We develop and apply various high tech solutions. The world is changing rapidly, technologies are evolving simultaneously and the new ones are emerging.

As a responsible business, we strive to provide solutions, that will not only improve people's lives but will also be **pro-environmental.** Such decisions should consider the whole ecosystem, have a lasting effect and the ability to scale and progress.

Partners and clients of the holding also share our principles, which are really motivating. In the very first corporate social responsibility report (CSR) from TECHIIA, we share our results on sustainable development.





Yuriy Lazebnikov

Managing Partner at TECHIIA holding

In 2019 TECHIIA holding became an international one.
We have increased our ability to scale our business and have increased our **responsibility to the society** in which we live and work at the same time.

Over the past year, we were able to complete the restructuring of our businesses, consolidate them into a holding company and start implementing corporate social responsibility projects.

As part of the global community, TECHIIA follows **the principles of sustainable development** since its inception. They are embedded in the strategy of the holding and its business directions.

We stick to the high standards of work, care about social problems of society, develop IT education, participate in the activities of industry and business associations and contribute to the development of the holding and the economy of the countries in which we operate. Thanks to the “Techiia Foundation” public organization we initiate and implement charity projects, which involve both employees of the company, and our partners. We apply **a comprehensive strategic approach,** project management and all our passion to deliver ideas in the best possible way.

TECHIIA as a business has ambitious plans for the upcoming year.
New markets. New technologies. And even more responsibility.
We are ready for this!



About TECHIIA Holding

02

We create innovations that serve people

TECHIIA is **an international technology holding** with Ukrainian roots, that develops and implements innovations in various fields of economy. The companies within the holding digitally transform the business of clients while adhering to the principles of sustainable development and the Corporate Ethics Code.

We have experience in software development, IT products, eSports, media, premium souvenir production, and infrastructure construction. We combine **technology with modern business processes** to help our customers get the most out of innovations.

TECHIIA is a Ukrainian word that means “water flow” and symbolizes **constant forward motion.** This is the flexibility that is vital in today’s changing world. It is a force that brings progress to serve humanity. It is also a pro-environmental development of technological solutions.



Work Directions

While creating IT solutions, IT products, media, manufacturing, constructing infrastructure, TECHIIA **constantly expands** its list of industries and projects that it works on.

IT

We implement the latest IT technologies in every project and take a course on the digital transformation of business.

TECHNOLOGIES

We use world-class designs and create unique technical designs.

MEDIA

We have created a new media format for esports - esportainment.

OUR SERVICES

PRODUCT MARKETING	**DESIGN DEVELOPMENT**	**SAAS**	**PRODUCT DEVELOPMENT**
ESPORTS TOURNAMENTS ORGANIZATION			**MANUFACTURE OF PLUSH MERCHANDISE**
PRODUCT OUTSOURCING SERVICES			**INFRASTRUCTURAL OBJECTS CONSTRUCTION**

Corporate Management

Since its creation in 2019, TECHIIA as an international holding company with own offices and representative offices in different countries worldwide has responsibilities for doing business according to the requirements of the countries in which it operates.

TECHIIA implements a set of initiatives aimed at **law enforcement by its employees,** as well as a corporate business ethic that regulates the activities of all companies within the law. TECHIIA has implemented a Corporate Management Department in charge of compliance.

The Corporate Management Department is responsible for reducing the risks, maintaining the reputation and assets of the business. In cooperation with other departments, it regulates and influences the activities of the holding and companies in the following areas:

ECOLOGY AND THE ENVIRONMENT	**SOCIAL RESPONSIBILITY**
OPERATIONAL ACTIVITY	**HEALTH CARE AND SAFETY IN THE WORKPLACE**
ETHICAL BUSINESS ACTIVITY (counteracting corruption and fraud)	**QUALITY**

Offices and Global representative offices of TECHIIA

TECHIIA holding seeks to standout from other companies in terms of innovation and quality. We bring unique products to new markets, that use eco-innovative technologies.

Kyiv
(office)

Warsaw
(storage)

Prague
(office and warehouse)

Limassol
(office)

Los Angeles
(office)

Hong Kong
(representation)

Singapore
(representation)



Principles of Activity

In a changing digital world, we are developing ourselves and empowering others to change the world and make it better, more comfortable and more environmentally friendly. We adhere to **three basic principles in our work:**

Non-stop Evolution

We take on new challenges with no fear and follow technology trends to offer the best solutions.

Constructive Conversation

We maintain environmental communication with our clients and partners, who are persistent in implementing the most optimal solutions.

Idea Implementation

Expertise in different directions, enthusiasm, and courage helps us choose the best idea from millions of others.

Achievements and Honors

In spite of the fact that TECHIIA was established only in **July 2019,** our activity was highly rated by the independent media, the Business magazine.

Employee Care Achievements

One of the five best Ukrainian companies in the **“ Innovation in HR”** category.

The editorial board noted the use of the HR bot, HRM system and thoughtful adaptation of staff to innovations.

Health Care Achievements

Top 10 best CSR projects in Ukraine. The Techiia Foundation helps the regional children’s hospital **in Kropyvnytskyi.**

In particular, it has equipped surgery with modern equipment that helps save patients’ lives.

Business and Expertise

The TECHIIA holding focuses on **10+** different business areas and projects. Some of them operate in more than 40 countries.

WePlay! Esports	The first ever esportainment company working combining eSports, storytelling and entertainment content.
WP Merchandise!	The manufacturer of premium plush souvenirs based on computer game and comic book characters, as well as props for various eSports events.
EcoTechnoPark by TECHIIA	Project of the first high-tech eco-tech park in Ukraine.
TECHIIA CONSTRUCTION	Project-development and full construction implementation company of infrastructure objects for technological purposes, such as data centers.
Enestech	SENET SaaS for managing computer centers and eSports arenas.

{j:Mind}

{j:Mind.Systems}

Software Development Technology Company which creates software in different levels of complexity. Offers comprehensive solutions for partners from around the world, working with startups as well as large holdings.

Services:

1. Expert consulting.
2. Proof of Concept and MVP development.
3. Development of high-level architecture.
4. Complete software development cycle.
5. Further product support.
6. Marketing support for the product.

TECHIIA FOUNDATION

“Techiia Foundation” PA

Oleg Krot and Yuriy Lazebnikiv, managing partners at TECHIIA holding, created a public association for implementation of charity projects and fundraising for social initiatives.

VRTX

VRTX Venture Lab

A laboratory where we create new businesses at TECHIIA Holding. We use the effective resource-sharing practice such as teams, partnerships and capital, to launch products or solutions that will become fully autonomous in the future.

We build our programs around strategic points:

1. Precision Agriculture
2. UAV Technology
3. Blockchain and Cryptocurrency
4. Renewables and energy management
5. IoT
6. MarTech
7. Esports i Entertainment Tech

BUSINESS

Our Values

Our values reflect how we live and build relationships with our employees, partners, investors and customers.

Visioning

We analyze and think strategically to anticipate human development and to influence the development through technology.

Partnership

We take everyone equally, our customers, partners, employees.

Enthusiasm

We invest our energy what we truly believe in.

Flexibility and acceptance of the new

We constantly look for new ideas and we are flexible in their implementation.

Limitless thinking

We think globally.

Cultural Diversity

We respect the cultural features of those we collaborate with.





Our Approach

to corporate social responsibility

03

Why It Matters To Us

TECHIIA is part of the ecosystem where society is a key element. Business is an integral part of people's lives, and our mission is to interact effectively with society to know their problems and help solve them.

Our corporate strategy and mission are in line with our **principles of sustainable development.** By realizing it in full, we strive to increase the profitability of our company while being beneficial for society. TECHIIA Holding introduces high technology in Ukraine and the world for its benefit to humanity. We develop solutions that will be of **great help to society** in the future and will be safe both in production and in use.

Sustainable development and corporate social responsibility (CSR) are essential components of the business and strategic development of TECHIIA. CSR is a mechanism for implementing a corporate strategy for holding company and its companies to interact with the public and carrying out its business activities in accordance with the principles of sustainable development and ethics.

Sustainable Development Policy

Corporate strategy and mission of TECHIIA holding are consistent with the principles of sustainable development. By implementing them to the full, TECHIIA seeks to increase the profitability of the holding company, working for the benefit of society.

TECHIIA holding became successful in seeking towards **balancing short- and long-term interests** and taking into account economic, environmental and social factors in making commercial decisions.

1. We identify four areas which we are responsible in.
2. We work while being responsible to society, in compliance with the laws of Ukraine and those countries where the companies of the holding operate.
3. We respect basic human rights while remaining within the legal fields of the business. We pay due attention to health care, safety, and environmental issues.

Principles of sustainable development

TECHIIA as **an international holding** adheres to the principles of sustainable development that are generally accepted by the global community and reflect our desire to operate in accordance with international standards:

1. Respect and support for human rights.
2. Identifying and reducing economic, environmental and social risks and impacts.
3. Effective use of resources, environmental protection and diversity of life forms.
4. Maximization of profitability.
5. Developing strategic partnerships to enhance the sustainable development of areas of presence.
6. Open and honest relationships with stakeholders, taking into account their opinions and interests in the decision-making process of the company.
7. Providing sustainable benefits for employees, founders, contractors, business partners and territories of presence.

Areas of CSR activities

TECHIIA focuses its activities on **solving important social problems of society.** The holding and its business lines operate independently, investing the funds of the holding, as well as attracting the funds of the partners, implementing projects through the “Techiia Foundation” PA.

TECHIIA has focused on four key areas of sustainable development:

1 EMPLOYEES’ HEALTH AND THE GROWTH OF THEIR TALENTS

TECHIIA aims to create the most favorable environment for thegrowth of the talents of its employees. Therefore comfortable workplaces, atmosphere, and care for their health are the main focuses.

The holding has cultivated a culture of mutual support and partnership that promotes the practice of our values and principles of work.

2 RESPECT FOR THE ENVIRONMENT

TECHIIA makes every effort to reduce any impact on the environment.

Office Design

Energy-efficient **lighting solutions.**

Use of high-end **energy-efficient equipment** (computers, monitors, LED lighting, etc.).

Waste sorting.

Technological Solutions Development

Consideration of **the environmental impact of the decision.**

Careful use of natural resources.

Application of **energy-saving** technologies.

3 DEVELOPMENT OF TERRITORIES OF PRESENCE

TECHIIA develops **infrastructure facilities** that has a significant impact on the socio-economic development of the regions of our presence.

We are aware of our responsibility to local communities.

TECHIIA pays taxes on time and implements CSR projects in the territories of presence to improve residents' lives.

We consider different forms of CSR programs implementation, the main directions of which are:

Digitalization of Territories

Development of STEM education

Health care

Ecological Culture and Energy Efficiency

Development of social infrastructure

How we implement sustainable development policy

The policy was developed in 2019 when the TECHIIA holding was created, and its implementation is ensured by **open, constructive and systematic cooperation** and two-way interaction with **all stakeholders groups.** Such cooperation is the key to our success.

1 Sustainable development principles 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 disclosure** to stakeholders and reporting on the effectiveness of corporate social responsibility.

2 We ensure **effective stakeholder** engagement when special attention is paid to the residents and the risk groups whose interests may be affected by the activities of TECHIIA.

3 We establish a dialogue between the public and TECHIIA in the territories of the presence of our companies. This facilitates the establishment of open, **transparent relations,** which is a necessary condition for the further development of the regions.

4 The holding allocates its own funds for **social investments** in the territories of presence, as well as attracts funds from partners. Initiatives are aimed at solving actual problems and contributing to a real improvement in the quality of life.

Stakeholders Groups

TECHIIA implements sustainable development principles at all levels of the organization. We engage all stakeholders. TECHIIA holding learns their needs and priorities, takes them into account when planning and implementing their projects, opening new business areas and implementing CSR activities.

STAKEHOLDERS	WAYS OF ATTRACTION
Employees	Research of the level of engagement and commitment to the holding, setting goals and evaluating results. In-Depth Experience Sharing, Training, and Workshops.
Business partners	Joint implementation of CSR projects for the development of territories of presence, implementation of ecological production standards, tourist attractiveness of regions, promotion of Ukraine.
Non-governmental organizations	Participation in the implementation of charitable and educational projects, joint lawmaking activities.
Government organizations	Consultations, public discussions of investments, tax, digitization of territories.
Clients	Joint implementation of CSR projects on the development of presence areas, promotion of pro-environmental production.
Media	Information and consultation, promotion of technological business, the formation of the image of Ukraine as an innovative country.
IT Community	Industry associations, joint promotion of information technology in local and foreign markets, creating conditions for thedevelopment of industry employees.
Local communities	Joint implementation and participation in CSR projects, direct beneficiaries of a number of CSR programs.

Innovations as a tool for sustainable development

TECHIIA holding seeks to differentiate itself from other companies in terms of innovation and quality. We bring unique products to new markets that use eco-innovation.

THEREFORE, WE ARE ADHERE TO THE FOLLOWING COMMITMENTS

1 Apply the most innovative and **effective technologies** for the development of products and services that meet the criteria of safety, quality and that can create value for current and future generations.

2 Participate in projects, business initiatives and campaigns to promote the development of an **eco-friendly economy** and launch of international initiatives that combine innovations, economic value and the protection of natural capital.

3 Implement projects and initiatives aimed at **digitizing presence** areas and enhancing their technological progress.

Contribution to the UN Sustainable Development Goals

TECHIIA shares the United Nations Sustainable Development Goals.

4 Quality education	Providing inclusive and equitable quality education and promoting lifelong learning for all.
8 Decent work and economic growth	Promoting ongoing, inclusive and sustainable economic growth, full and productive employment and decent work for all.
11 Sustainable development of cities and communities	Ensuring openness, security, vitality and environmental sustainability of cities and towns.
12 Responsible consumption	Ensuring the transition to rational patterns of consumption and production.

We adhere to GDPR

TECHIIA operates and has offices all over the world, in particular in the EU. Over 2018-2019, the company focused on adapting business processes and security measures to the requirements of the new **European Union Data Protection Regulation** (GDPR).

The regulation sets the standards of data protection laws in all 28 EU countries and establishes rules for the control and processing of personal information (PII). The regulation enables EU citizens and residents to control their personal data and also simplifies the regulatory environment for international business by unifying the regulation within the EU.

GDPR applies to **all organizations** that store and process EU residents' personal data, regardless of geolocation.





Growth

of employees
and care about them

04



Ethical standards and equal opportunities for everyone

TECHIIA is guided by **ethical standards** and a desire to build relationships with employees based on mutual support, respect, and concern. All employees are equal, regardless of social status, gender, religion, sexual orientation, and race.

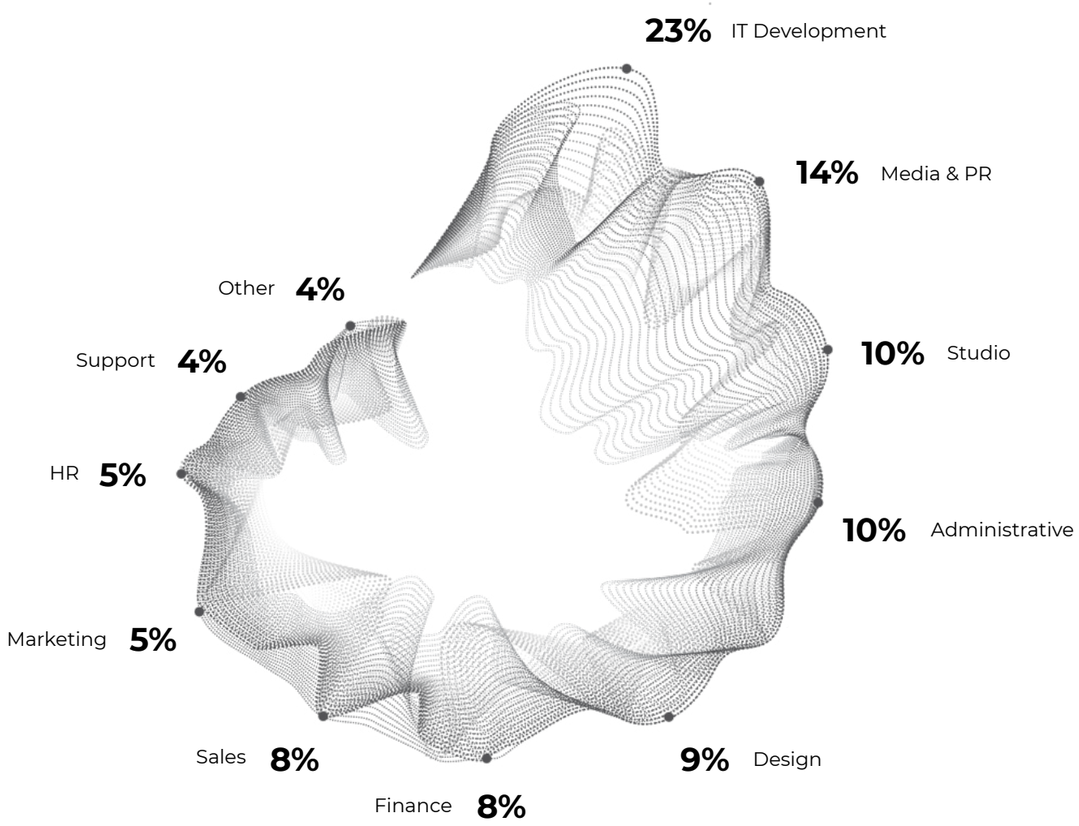
We strive to provide equally **comfortable workplaces** for everyone.

Structure of employees by departments

Alongside the growth of businesses, the expertise of companies is also scaled. From eSports events, an in-house video studio and production to computer park management, blockchain, in-house plush production, and a venture lab.

Today the holding staff is tentatively divided into **10 key departments.**

Special attention is paid to **design** - TECHIIA is one of the few Ukrainian companies where the design is distinguished into an independent department headed by **Chief Design Officer.**



A comfortable place for productive work

TECHIIA is constantly improving working conditions, increasing the number of amenities, adding nice little things that make employees' lives better and give space for creativity and realization.

1. **Comfortable offices** with recreation areas.
2. Spacious **open space** with lots of lighting.
3. **Cozy kitchens** with the necessary utensils and appliances.
4. Always fresh fruits, **healthy food** and sweets.
5. **24/7** office availability.
6. **Automated** warehouses.
7. High **safety requirements** for the construction of infrastructure facilities.



Caring for the most precious

TECHIIA has more than **10 directions** of business and projects. The technological core of the holding is inextricably linked to the work of employees, their talents, creativity and ability to generate and implement ideas. However, such work is not easy, it requires concentration, interaction with different units, process control and dedication. But people can be happy with their ideas and projects. Work-life balance for TECHIIA employees, that is a meaningful lifestyle. The holding seeks to maintain this balance and express its concern through the arrangement of comfortable workplaces, high-quality lighting, and providing rooms with recreation areas.

TECHIIA pays for **health insurance** and provides special services to visit sports facilities. The Holding supports the **interests of the sports** of its employees by sponsoring their participation in various sports events and initiatives (marathons, bicycle ridings, and races, club competitions in team sports, social sports activities, etc.)

English language school is a must in the offices of the holding always helping to develop employees' speaking skills. The opportunity to participate in workshops with external coaches can be used by anyone.

There are also regular **meetings with colleagues** for knowledge sharing. The first company in the holding is **WePlay! Esports,** so the spirit of eSports is felt in all the offices of the holding. All employees can participate in both internal eSports tournaments and international LAN competitions.

Additional benefits:

Corporate events	Summer and winter corporate events, theme parties, holidays for employees' children.
Work/Life balance	Flexible working hours, paid leave, Work From Home option.
Training Compensation	The holding compensates up to 50% of the cost of external training programs.
Gym discounts	Holding employees have special pricing for affiliate fitness club membership.

BALANCE

Employee growth and training

The versatility of TECHIIA's business areas, the need to find and use synergy, motivates the holding not only to create the Center of Expertise but also to create training programs for obtaining new knowledge and growth.

The holding holds **educational events** of different formats — from workshops and training to mentoring programs. Our employees improve their skills by attending external events and sharing their knowledge with colleagues.

100+ external training and workshops

150+ internal training and workshops

400+ hours of learning English

Building a career

When structuring companies into a holding in 2019, TECHIIA has developed common approaches to career development opportunities for each employee. Holding supports **the development of employees** in all companies and at all levels.

Everyone has the opportunity to build a career in TECHIIA based on own talent and developing strengths, and the company provides all the resources necessary for employee growth. TECHIIA evaluates basic education, skills, accomplishments, role in the company, level of performance to develop a career plan with the employee. All employees have equal conditions to build a career at TECHIIA.

All employees regularly receive a **360 feedback** (self-assessment, manager and peer evaluation) to understand what their current performance is, plan for the near term, update their area of responsibility, role, and career expectations growth. Thus, **an individual development plan** is drawn up. The assessment of the employee takes place several times a year and depends on the employee's role, performance, and achievements. In addition, the holding develops training programs for all levels of employees, taking into account the need for developing specific competencies.

200+ hours of meetings with executives to form and adjust the individual development plan.

Satisfaction with the work in the holding

The basis of our work is **the development of technological solutions** for different industries. These developments are handled by talented people, for whom TECHIIA, as a responsible employer, strives to create the most comfortable environment for creativity and development. The holding creates a culture of mutual support, a high level of employee engagement and loyalty.

In 2019 for the first time, the holding conducted **a survey of Employee Satisfaction** (ESAT). A number of factors affecting employee attitudes were investigated by the company:

1. People who work in a holding
2. Workspace atmosphere
3. Corporate culture
4. Working environment comfort
5. Additional benefits and bonuses

TECHIIA employees have shown a strong loyalty to the holding. In different companies, the eNPS (net loyalty) index ranges from **70 to 77 points** (out of 80 possible).

The research findings have provided insights into growth vectors for implementing improvements at both the holding and company level. The overall development plan is drawn up in the next six months before the next regular survey is taken. The plan includes changes in the areas that have the greatest impact on employee satisfaction with the company.

The holding focuses on **the needs of its employees.** Therefore, improving working conditions, overall atmosphere and culture at the holding helps TECHIIA to increase employees' loyalty. As a result - getting recognition in the ranking of **top employers** in the country.

Increase in the number of specialists

The rapid growth of the holding business and the high loyalty of the TECHIIA team have led to **an increase in the number of specialists** in the companies of the holding.

In 2.5 years the teams have **grown 10 times,** and today **1000+ people** work in TECHIIA.

Team structure by age

21% 18-24 years

64% 25-34 years

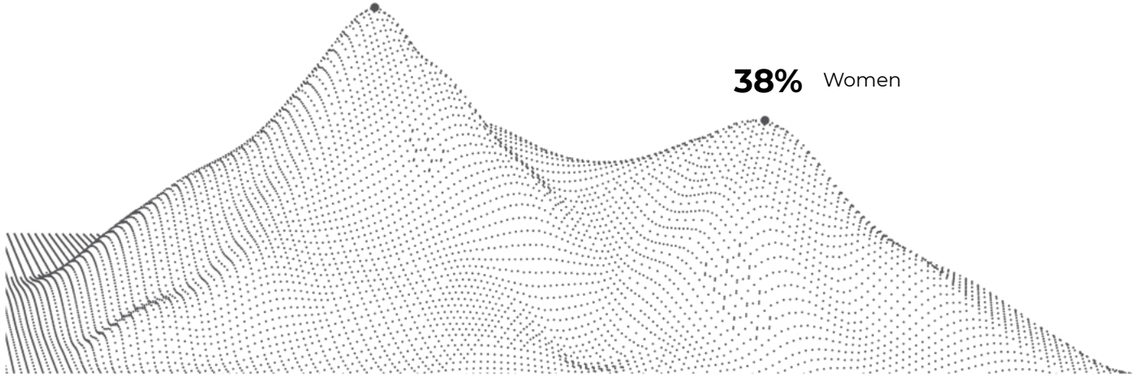
13% 35-44 years

2% 45+

Gender ratio

Men **62%**

38% Women





Care

of the environment

05

Care of the environment

TECHIIA makes every effort to **reduce the impact on the environment.**

1

We equip our offices to be as energy-efficient as possible and minimize their environmental impact.

Energy-efficient lighting solutions.

Use of high-end **energy-efficient equipment.**

Waste sorting.

Disposal of batteries.

2

When developing technological solutions, we consider their potential environmental impact and minimize all possible risks.

Consideration of **the environmental impact of the decision.**

Careful use of natural resources.

Use of **energy saving technologies.**

Waste Disposal

Waste sorting in all TECHIIA offices around the world has become regular with the introduction of **the Green Office project.**

There are different containers in the office premises for different types of waste that are later transferred for recycling.

TECHIIA sends the following waste to recycling

Paper Plastic Glass
Batteries Metal

Given that each eSports Tournament is attended by hundreds and hundreds of participants and guests, and some of the decorations and props are one-offs, TECHIIA sends them to recycling, and what can be reused is used as many times as possible.

Only in 2019, the TECHIIA Holding transferred to ecycling

1 ton of paper **0,9** tons of plastic **0,5** tons of glass

2 kg of batteries **30** kg of metal



Presence

Territories Development

06

Development of territories of presence

TECHIIA offices in Ukraine are concentrated in Kyiv. As a technology holding, TECHIIA, directly and indirectly, influences the development of the IT industry of Ukraine, as well as other industries.

Holding implements projects that promote the **social and technological development of the territories** in which it operates. Both directly and through the Techiia Foundation, the holding enforces local communities, cooperates with business associations, state and local authorities.

Development of technological directions of the country

TECHIIA as an international holding is **an active** member of both global communities and Ukrainian nongovernmental organizations, appointed to develop the economy of Ukraine.

TECHIIA shares common interests with thought leaders and together with them participates in sectoral projects. In 2019 solely it became possible to build **strong partnerships with several organizations,** exchange ideas and experiences, and to carry out joint activities.

TECHIIA is a member of:

ACC | AMERICAN CHAMBER OF COMMERCE UKRAINE

iab.

IT Ukraine Association
Future Economics Development



Health Care

07

“Techiia Foundation” PA

Oleg Krot and Yuriy Lazebnikov, managing partners at TECHIIA Holding, have long been implementing charity projects as individuals. But over time, there was a need for a systematic approach to solving problems in the territories of TECHIIA holding business presence.

Employees, partners, suppliers, and clients of the holding have expressed their desire to participate in **the charity projects** of Yuriy and Oleg. So, in 2019, a public association called **The Tecihia Foundation** was created in order to combine resources, to direct them to the systemic solution of the most crucial problems and to make people’s lives better.

FUND

“Techiia Foundation” Activity Areas

TECHIIA Holding implements projects through Techiia Foundation PA both independently and in partnership with the charities involved. Any organization can join our initiatives in the following directions:

Health Care

We strive to make **people’s lives longer** and the quality higher. That is why we carry out projects on providing medical facilities with modern equipment and necessary medicines.

Development of STEM education

Technology is our thing. And we want to have more like-minded people in Ukraine. For this purpose, we develop projects to **improve the quality of STEM-areas** of education for students.

Targeted social projects

We support people with **targeted help.** This is the kind of help that started the Foundation. Social projects are one of the main focuses of the Foundation’s activities, which gives an opportunity to help where it is needed.

Work Principles

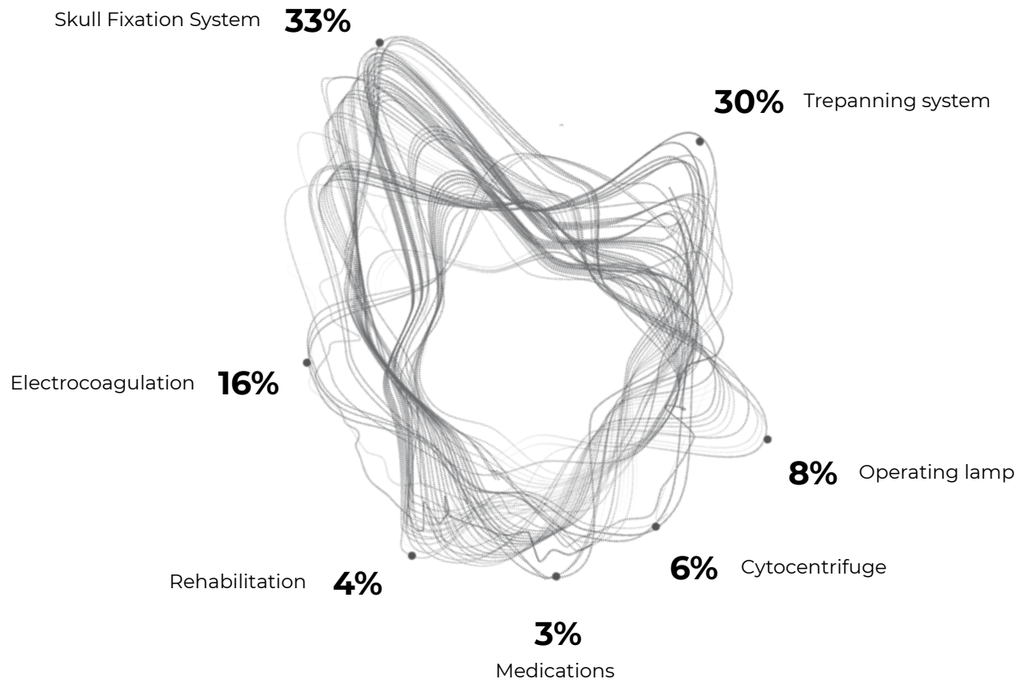
TECHIIA chooses projects very carefully, involving the founders of the Techiia Foundation, its partners and experts in their consideration. Together, they analyze prospective projects and offer a list for implementation. The holding and the public organization follow internal procedures to ensure **maximum efficiency** and transparency of the Techiia Foundation.

The Techiia Foundation logo has an interesting idea. This is a three-dimensional image of the water surface of the globe. Just look at it and hear the noise of the water and the splashing of the oceans. It is symbolic that the logo reflects the oceans of kindness that are in the hearts of people who help others through the Foundation.

TECHIIA holding carried out the first territorial development project in Kropyvnytskyi, which houses an infrastructure facility implemented by TECHIIA Construction. This led to the implementation of the first project for the local community.

Via the “Techiia Foundation” PA the purchase of equipment and drugs for the **surgical department in the amount of 3.6 million UAH** was financed in 2019. Thanks to this contribution from the founders, high-precision and complex brain operations can be performed **in Kropyvnytskyi** without the need to transport patients to the capital, as it was before.

Cost allocation for the hospital in Kropyvnytskyi



Project results

30 children received safe and bloodless brain surgery
This became a reality thanks to the multi-functional DORO skull-locking system, the Aesculap Elan 4 trepanning system and the BOWA electrocoagulator. Sim.LED 500 MC mobile lamp also makes it easier for doctors.

200 children received B. Braun.subclavian catheters
They are required for the rapid administration of infusion solutions and medications in the intensive care unit.

20 children received rehabilitation in the pool
After complex surgery and resuscitation, muscle memory is lost. With the help of rehabilitation in the pool, the children came back to a normal life.

98 children underwent sophisticated diagnosis and analysis of brain fluid
Using the only Cytospin 4 cytocentrifuge in the area, you can quickly and accurately detect the presence of metastases and other cancer cells.





STEM

education
development

08



Promoting STEM education

The TECHIIA holding offices are mainly concentrated in Kyiv. That is why the main activities within the promotion of STEM education are concentrated in the capital.

Expert speeches to a wide audience

TECHIIA Holding has launched a series of public speeches aimed at promoting the acquisition of new knowledge and developments in STEM. In particular, the CPO of the holding Yevhen Kovalevskyi and the CDO of the holding Ivan Rogovchenko held a workshop on efficient product creation and scaling.

The Sustainability Report is compiled in accordance with the Global Reporting Initiative (GRI) and contains standard disclosure elements for TECHIIA holding for the period from January 1, 2019 to December 31, 2019. It is understood that the report provides data for all companies that have been in the holding since January 01, 2019.

We look forward to answering questions about this report and corporate social responsibility.

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GRI

compliance with
the standard

09

Compliance with the GRI standard

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