Corporate Sustainability Achievements:
A 2024 Retrospective

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Letter from Nick Kurayev, President of ScienceSoft USA Corporation

As we step into 2024, I feel pride and optimism for the path that lies ahead. Reflecting on the past year, it's clear that our resilience, innovation, and collaborative spirit have been our greatest assets, enabling us to navigate the complexities of an ever-changing global landscape.

I am pleased to invite you to explore our 2023 Corporate Sustainability Report, a document that not only showcases our accomplishments but also charts our course for the future.

ScienceSoft continues to stand firm in its commitment to sustainability and ethical business practices. The publication of this report is particularly significant as it represents our fifth annual disclosure since we embarked on this journey. Our inaugural report was produced in 2020, following our commitment to the UN Global Compact in 2019. This affiliation has provided us with a framework to align with global standards and principles of sustainability. Our engagement with the UN Global Compact has profoundly deepened our understanding and dedication to sustainable development, steering us toward setting and achieving ambitious goals.

Looking forward to 2024, we are filled with enthusiasm about the potential to harness technology for the greater good, further refine our sustainability practices, and strengthen our partnerships. We are committed to intensifying our contributions toward social equity, environmental preservation, and ethical leadership.

The road ahead is brimming with opportunities to effect positive change. Together, let us continue to drive positive transformation, inspire action, and build a more sustainable world for generations to come.

Sincerely,

Nick Kurayev,
President of ScienceSoft USA Corporation

Social Impact

Compliance with Principles:

Human Rights:

- ✔ Businesses should support and respect the protection of internationally proclaimed human rights.

- ✔ Make sure that businesses are not complicit in human rights abuse.

Labor:

- ✔ Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

- ✔ The elimination of all forms of forced and compulsory labor.

- ✔ The effective abolition of child labor.

- ✔ The elimination of discrimination with respect to employment and occupation.

Occupational Health and Safety

The employees' well-being remains the key priority for ScienceSoft.

- We aim to create safe and healthy working conditions for all our employees. Every employee is instructed on safe work practices.

- We conduct the workplace assessment and take immediate action on the results as needed.

- We hold accident prevention training and encourage our employees to report unsafe situations at the workplace.

- We take timely measures to prevent occupational diseases and improve the convenience of workstations (introducing ergonomic chairs, noise-canceling headphones, air humidifiers and purifiers, etc.).

- We provide support during the period of remote work. The company allows employees to take home all the necessary pieces of furniture and equipment and organize a suitable home workspace.

- All ScienceSoft's employees are entitled to comprehensive medical insurance. The company provides an employee with full compensation for insurance contributions. We also offer 50% insurance coverage for family members of our employees.

- The company pays an injured or sick employee their full salary for 3 weeks and an average monthly salary afterward until they are well enough to return to work.

ScienceSoft actively promotes a healthy lifestyle and sports engagement among employees.

- All ScienceSoft's employees are encouraged to lead a healthy lifestyle.
- ScienceSoft's largest office has a well-equipped gym.

2023 goals and results:

- Hold various sports and fitness challenges, e.g., a month-long virtual running competition that can be held in any safe location and anytime, to encourage employees to train and keep their motivation up. – Done
- Hold Online First Aid Training for employees. – Cancelled
- Paid running races and marathon participation. – Done

We also conducted a series of training sessions on brain productivity.

2024 goals:

- Continue supporting participation in running races and marathons.
- Continue fostering interest and love for sports and maintaining a healthy work-life balance among employees.

Diversity and Equal Opportunities

We believe that the diversity of our employees' unique backgrounds undoubtedly plays an important role in driving innovation in our industry and in reshaping our world. ScienceSoft defines equal employment opportunities for applicants and prevents any discrimination in partnership. We hire and promote employees and cooperate with partners without regard to their race, religion, national origin or citizenship, sexual orientation, gender identity or expression, pregnancy, age, disability.

We promote just, peaceful, and inclusive societies. We create opportunities and build a culture that enables employees to be their authentic selves at work.

Our global corporate strategy demonstrates our commitment to being a responsible, good neighbor in the communities where we operate. We invest in charitable organizations and actively support our employees' volunteerism.

First jobs and apprenticeships

We actively support applicants looking for their first jobs and junior specialists, be they students, recent grads or those forced to transition to a new role because of the rapidly changing economy.

Women in Technology and Sales

We create a supportive, inclusive environment for female employees and invest efforts into:

- Mentorship in educational programs for women.
- Women's full and effective participation and equal opportunities for leadership.

Training and Education

ScienceSoft runs a knowledge-based business and constantly evolves employee skills in line with the market demand. We retrain employees and improve their competencies by organizing their participation in workshops, forums, seminars, and conferences. ScienceSoft is also committed to tech education to promote techs and help people upskill and reach their career goals.

- ScienceSoft Meetups initiative was launched. ScienceSoft Meetups is a series of free open events run by ScienceSoft's experts, which cover the most trending IT topics.

- The company covers employees' expenses for getting professional certificates.

2023 goals and results:

- Further improve the online learning platform for job candidates and junior employees. – Done.

- Further support knowledge-sharing events for employees. – Done (e.g., Product Design Challenge, CRM Challenge, Product Mindset Challenge, Free Tech Talks on Blockchain).

- Further support local educational initiatives and events in the regions of presence. – Done.

We also supported other educational events for junior specialists as speakers and sponsors.

We hired 14 recent grads and people with other work background in 2023.

2024 goals:

- Further improve the online learning platform for job candidates and junior employees.

- Further support knowledge-sharing events for employees.

- Further support local educational initiatives and events in the regions of presence.

Inspiring interest in technology among youth:

2023 goals and results:

- Actively participate in educational events for kids and teens. – Done (We organized an online masterclass for ScienceSoft Kids, focusing on the basics of programming and computer science).

- Collaborate with tech schools and organize master classes for children. – Done.

We also sponsored XXIV Tournament of Young Mathematicians.

2024 goals:

- Expand the range of educational events for kids and teens in which ScienceSoft participates.
- Continue collaborating with technical schools and organizing masterclasses for children.

Respecting Human Rights

ScienceSoft fully supports and promotes internationally proclaimed human rights and ethics, working in line with the International Labor Organization's core conventions and the UN Global Compact. Our HR team is always available and open to discussion with employees regarding human rights issues. Our employees are encouraged to discuss any relevant issues with the HR department or senior management.

The company will not tolerate any form of unlawful harassment against any employee by anyone, including other employees, vendors, or clients.

We require our partners to practice principles that adhere to Human Rights policies.

Safe Work and Employment and Competitive Compensation

ScienceSoft promotes sustainable economic growth and decent employment. We offer competitive salaries and encourage the review of annual wages. Our Employee Handbook covers policies concerning employee rights, responsibilities, and compensation. Our Employee Handbook is continuously updated and is available to all employees.

We regularly communicate with the team through various means such as internal team and company-wide meetings, staff surveys and corporate social media to ensure all employees are kept up to date with business progress and all views are heard and considered. Employee-wide communications include regular news updates on our intranet, a weekly global employee newsletter, quarterly newsletters, and social media updates. In addition to contacting management or Human Resources, employees can anonymously report concerns at any time through our internal digital platform.

Protecting Privacy and Security

We handle all the personal data of our customers and employees responsibly. All newcomers undergo comprehensive security and privacy training.

Freedom of Association and Collective Bargaining

No restrictions are placed on the ability of our employees to organize themselves or join legally constituted bodies.

Elimination of Slavery, Forced and Compulsory Labor, Child Labor

We don't allow human rights abuses and prevent any forced labor. We don't cooperate with any brands linked to forced and child labor.

Currently, ScienceSoft doesn't have operations in high-risk countries and screens all its clients and partners for compliance.

Environmental Impact

Compliance with Principles:

Environment:

- ✔ Businesses should support a precautionary approach to environmental challenges.
- ✔ Undertake initiatives to promote greater environmental responsibility.
- ✔ Encourage the development and diffusion of environmentally friendly technologies.

With the consequences of human-induced global warming and other harmful environmental effects of human activities, climate protection and energy conservation have become an important part of every corporate agenda. A mid-sized company with operations not directly linked to production and natural resource usage, the environmental impact of ScienceSoft is rather small. Nevertheless, we strive to use every opportunity to reduce it to zero.

Reducing Our Ecological Footprint

As the power supply to desktops and services is a major component of energy consumption in the IT business, the energy efficiency of computer equipment is a key factor in ScienceSoft's purchasing decisions. The introduction of modern blade servers and a drive toward virtualization allowed us to significantly decrease the amount of energy consumed by the server park.

We strive to make care about the environment a part of our employees' mindset. We promote awareness of responsible consumption through regular posts in corporate communication networks and ScienceSoft's accounts on major communication platforms (Instagram and Facebook).

We actively promote cycling culture and encourage our employees to use bikes instead of cars wherever possible.

As a part of environmental protection efforts at ScienceSoft, we try to integrate environmental protection into our day-to-day activities in the following ways:

- Use non-disposable kitchenware in the office and reusable coffee mugs every time away.
- Collect waste paper as a raw material to further expand the use of recovered paper.

- Collect old accumulators and light bulbs to ensure their safe disposal.
- Use electronic documents in place of hard copies.
- Use double-sided printing.
- Donate unneeded goods (computers, chairs) for charity.
- Use environmentally friendly cleaning supplies.
- Use energy-efficient LED bulbs.

2023 goals and results:

- Make training on environmental protection a part of the onboarding process. – Extended the timeline.
- Further improve recycling and recovery. – Done (We utilized only eco-friendly disposable kitchenware at all corporate events).

2024 goals:

- Make training on environmental protection a part of the onboarding process.
- Further improve recycling and recovery.

Responsible Business and Corporate Giving (Philanthropy)

Compliance with Principles:

✔ Businesses should work against corruption in all its forms, including extortion and bribery.

Digital Responsibility, Data Privacy, and Security

We don't develop or deliver software that can be used at the expense of human rights (e.g., secret surveillance software) or principles governing sustainable development and environmental protection.

Anti-corruption

We strongly stand for anti-corruption, elimination of bribery and coercion to maintain trust among employees and with our customers and business partners and promote transparency in all our business operations.

- We provide employees with anonymous access to an online grievance and feedback channel, which is reviewed by key internal stakeholders.

- Bribery in any form is forbidden in all our business dealings.

- No company funds may be used for any bribe under any circumstances.

Our Employee Handbook outlines the relevant policy and grievance procedures. It is available for downloading and reading via our HR system so that employees are familiar with how to raise concerns about any form of corruption arising in the context of their work. There have been no reported incidents over the last year, with the company maintaining a zero tolerance position on corruption in all its forms.

Corporate Giving

Making a meaningful impact in the communities we live and work in is the focus of our sustainability strategy. ScienceSoft contributes to various volunteer and charity initiatives. Our corporate giving includes:

- Monthly/quarterly/yearly donations to volunteer organizations, funds, and charity projects.

- Targeted assistance to people and families in difficult situations or via specific institutions in the regions of presence.

2023 goals and results:

- Continue all the current corporate giving and sponsorships. – Done. Among our key directions were children who are being brought up in boarding institutions, children fighting against cancer, organizations that are focused on forming a positive public opinion toward people with Down syndrome, providing social rehabilitation for people with Down syndrome and informational support for young families raising children with Down syndrome.

- Targeted assistance to people and families in difficult situations. – Done.

Measurement of Outcomes

Ratio of women by year

- 2024 — 34%
- 2022 — 36%
- 2021 — 31%
- 2020 — 27%

Age diversity

4%

31%

65%

■ Under age 30   ■ Age 30-50   ■ Age 50 over