

N-iX

CORPORATE SOCIAL RESPONSIBILITY REPORT

2021-2023

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MESSAGE FROM OUR CEO

Welcome to N-iX Corporate Social Responsibility & Sustainability Report

For over two decades, we've pursued our mission to make a positive impact on the lives of our clients, our people, and our society by leveraging technology and innovation.

We have long understood that Corporate Social Responsibility must be an integral part of our wider business strategy, as it is impossible to build a successful responsible business without running a sustainable organization, empowering our people, making a difference in the workplace and in the communities where we operate. So we've continuously supported educational initiatives and NGOs, focused on nurturing our culture and developing sound business practices, contributed to the development of the local tech sector, played our part in the global COVID-19 response, and most recently stood with Ukraine in its fight for peace.

We are looking into the future with a vision of a more sustainable, just, and peaceful world. As we grew from a small tech startup into a global company, so did our capabilities to drive more positive changes. However, there are still many challenges ahead, and we can overcome them only if we work together. We are determined to further broaden and deepen our impact, uniting like-minded people around us and contributing to the causes that shape a brighter future for all.

Andrew Pavliv,
N-iX Founder and CEO



IMPACT AREAS

OUR PEOPLE

At N-iX, people are at the core. Everything we do is about our people, their growth and self-fulfillment. We have always nurtured the culture of empathy and openness, diversity and fair working practices, collaboration and trust to make a positive impact across our organization and beyond.

EDUCATION

For years, education has been the key focus of our CSR activities. We support educational projects, universities, run fundraising initiatives, grant scholarships to help more people fulfill their potential.

COMMUNITY

N-iX has always been actively involved in local communities supporting local charities, events, NGOs, and numerous initiatives. We are a founding member of Lviv IT Cluster, a member of the IT Ukraine Association, European Business Association, American Chamber of Commerce, and a number of bilateral business organizations.

COVID-19 RESPONSE

With the outbreak of COVID-19 in 2020, it was essential to take prompt measures. Both the company and all our people instantly joined the global fight against the pandemic.

N-iX STANDS WITH UKRAINE

Since day one of the unprovoked Russian attack on Ukraine, we at N-iX have focused on evacuating our people from the affected territories and helping the Ukrainians suffering from the war. Together with N-iXers, we have created the Fund to support Ukraine and its defenders.

IMPACT AREAS IN NUMBERS

Our People	Education	Community	COVID-19 Response	N-iX Stands with Ukraine
2,000+ N-iXers	\$185,000+ donated for education	10+ memberships in associations to develop and strengthen the IT industry	\$115,000+ raised to N-iX Fund for fighting COVID-19	\$1,270,000+ donated to support Ukraine
400+ N-iXers participated in N-iX mentorship program in 2021 - 2023	19 scholarships for talented students funded	40+ colleagues joined events as speakers and mentors in 2021 and 2022	1,000+ N-iXers and N-iX family members vaccinated	50+ Starlink stations sent to different Ukrainian cities
11 internal tech communities	95+ educational initiatives supported	45+ tech events supported in 2021 - 2023	9,300+ COVID-19 express tests donated	30+ vehicles purchased for military and humanitarian needs
	7 Innovation Labs opened at 3 universities		2,200+ units of medical equipment supplied	200+ units of computer equipment donated

CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS

We focus our efforts on those areas where we can make the most impact. Our daily activities and a wider Sustainability Strategy contribute to achieving 8 UN Sustainable Development Goals:



Goal 3 – Good health and well-being

Ensure healthy lives and promote well-being at all ages.



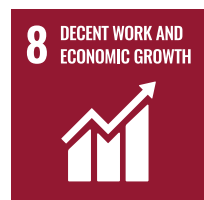
Goal 4 – Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Goal 5 – Gender equality

Achieve gender equality and empower all women and girls.



Goal 8 – Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Goal 9 – Industry, innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Goal 10 – Reduced inequalities

Reduce inequality within and among countries.



Goal 16 – Peace, justice and strong institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.



Goal 17 – Partnership for sustainable development

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

01

**OUR
COMPANY**



WHAT WE DO

N-iX is a software development service company that helps businesses across the globe expand their engineering capabilities and develop successful software products.

N-iX started out as Novellix – a product startup founded by Andrew Pavliv and two other partners in Ukraine back in 2002. Since then, N-iX has come a long way and built a strong presence in Europe and the US. Being in business for 20 years, N-iX has formed strategic partnerships with a variety of global industry leaders and Fortune 500 companies, including KTC, Fluke Corporation, Currencycloud, Tuneln, and many others.

With more than 2,000 professionals, N-iX offers expert solutions in software engineering, cloud-native services, data analytics, embedded software, IoT, machine learning, and other tech domains covering a wide variety of sectors, including finance, manufacturing, telecom, supply chain, and others.

20

years on the market

6

countries across
the globe

140+

active projects

2000+

professionals

OUR CLIENTS

N-iX partners with companies from different industries across the globe helping them innovate and implement digital transformations of their business. A lot of our customers have

become our long-term strategic partners, working together with N-iX for six (Gogo), eight (Lebara), ten (Currencycloud), 14 (KTC) and more years.





USA



Sweden



Poland



Ukraine



Bulgaria



Malta

OUR GLOBAL PRESENCE

Founded in 2002, N-iX has come a long way and increased its presence in six countries spanning Europe and the US. The company has development centres in Ukraine, Poland, Bulgaria as well as offices in Sweden, the USA, and Malta.

OUR AWARDS

N-iX expertise is confirmed by numerous industry awards, such as CRN Solution Provider 500, CRN Fast Growth 150, Top 501 Managed Service Providers, etc. Moreover, N-iX has been featured among the Top 100 Global Outsourcing Companies by IAOP for six consecutive years, starting from 2017.

Working with the leading global research and consultancy firms, the company was proud to achieve their recognition. N-iX was named a Rising Star in Data Engineering services in ISG Provider Lens™, included in the Zinnov Zones global rating of Engineering R&D Service providers, and recognized by Forrester among Modern Application Development services providers.



OUR PARTNER ECOSYSTEM

N-iX is an Advanced Consulting Partner of AWS, a certified partner of GCP, OpenText, SAP, Microsoft and other technology leaders.



OUR CERTIFICATIONS

The company's infrastructure, information security, and quality management systems meet the highest industry standards – ISO 27001, PCI DSS, ISO 9001. Also, N-iX operates in compliance with GDPR requirements.

N-iX successfully renewed its PCI DSS and ISO 27001 certifications. Thus, the company has successfully maintained the ISO 27001 certification since the first audit in 2017.

Also, compliance with ISO 27001 - the most recognized information security standard - confirms that N-iX uses best practices in data security, safeguards its own and clients' data, and effectively manages information security risks.



OUR VALUES



ENTREPRENEURSHIP



EMPATHY



OPENNESS



FLEXIBILITY



OUR PEOPLE


5 GENDER EQUALITY



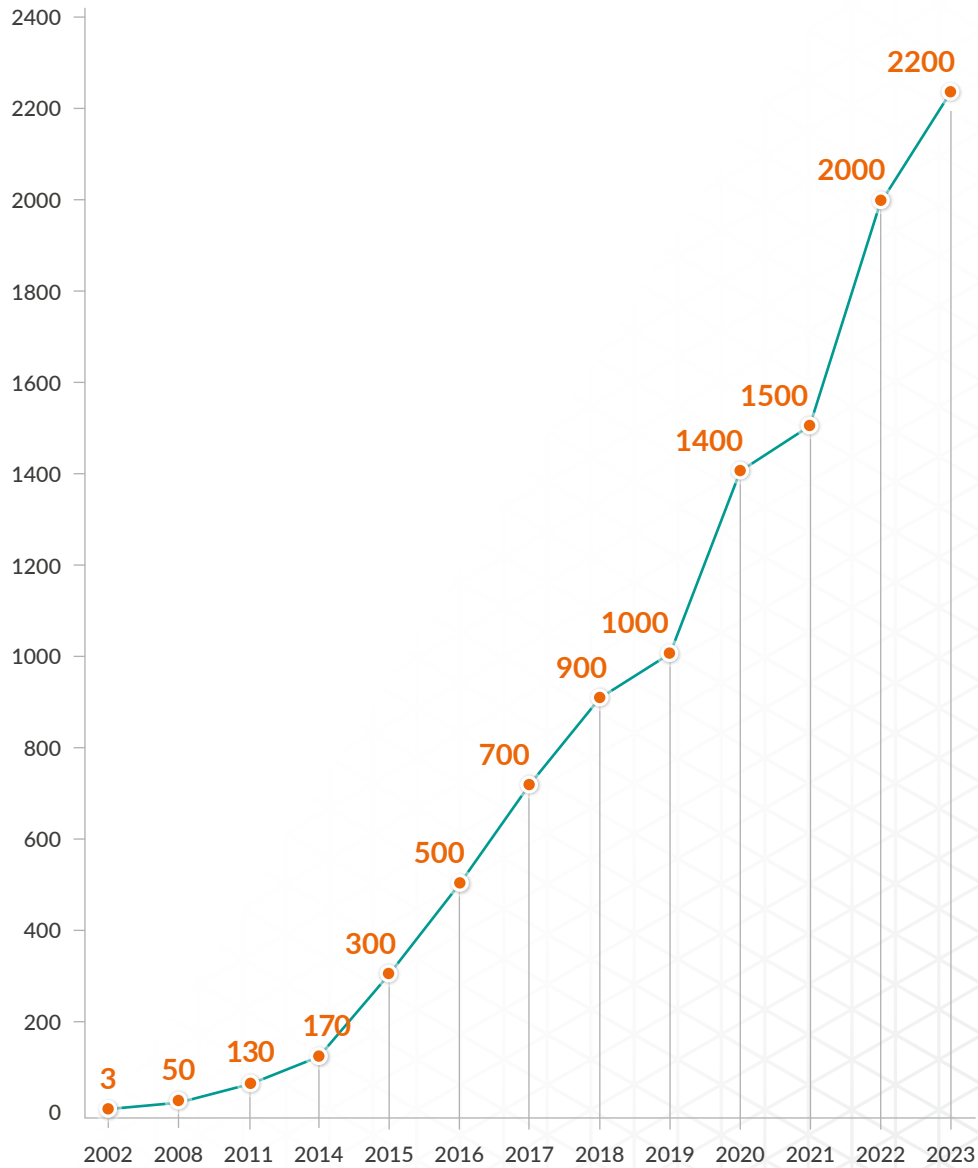
3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



N-IX GROWTH IN 2002-2023



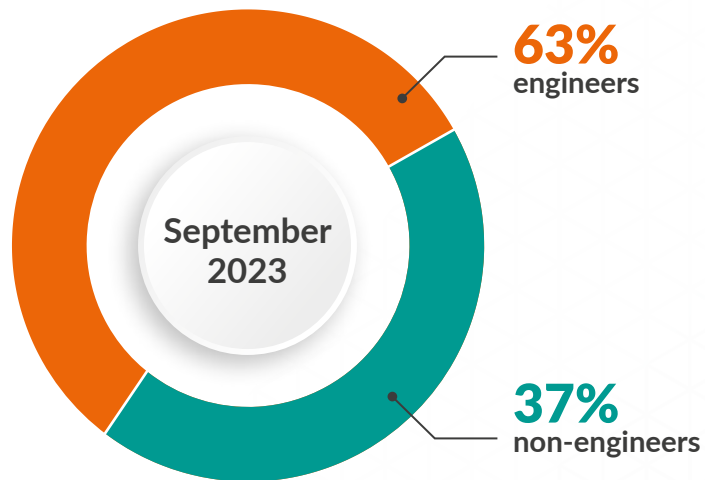
EMPOWERING OUR PEOPLE

Diversity

At N-iX, we value our applicants, specialists, customers, and partners for their diversity. We aim to create an inclusive culture in the company to make everyone feel welcome.

N-iX has clients and experts all over the world. As a global company, we leverage diversity in our workplace and attract the best talent to help our clients achieve success.

Engineers and Non-engineers at N-iX

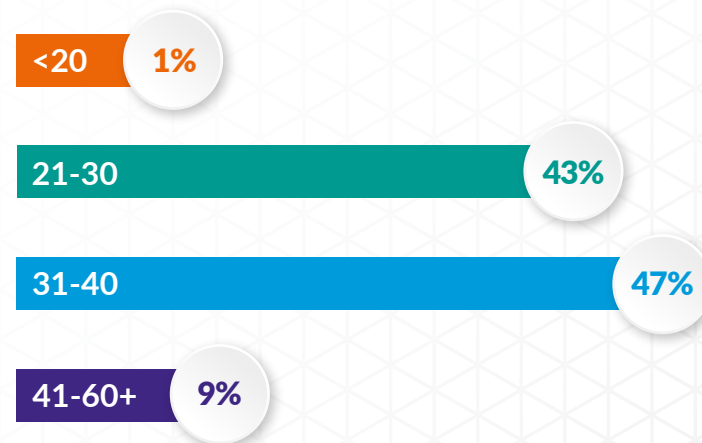


Women at N-iX



N-iX Talent by Age

September 2023



Governance and Ethics

At N-iX we are determined to ensure that our business operates in an ethical, sound and responsible manner. Our organizational governance is based on principles of accountability, transparency,

ethical behaviour, respect for stakeholder interests, respect for the rule of law, and respect for human rights. N-iX and its management are committed to promoting a culture of integrity and honesty.

Labour Practices

N-iX complies with all national labor laws and regulations as well as strives to adhere to the best international employment practices. As a part of social responsibility

strategy, we pay fair compensation, provide a safe and comfortable work environment, and maintain a healthy balance between life and work.



Protection of internationally proclaimed human rights



Professional and soft-skills development



No forced or compulsory labour



Observation of legally required employment conditions



Abolition of discrimination



Employment by free choice



Prohibition of child labor

WORKING AT N-iX

Our people about N-iX



Yaroslav,
Head of Engineering
Excellence Practice

The company engages only high-quality projects where you can master the latest technologies and make an impact.



Uliana,
Head of Customer Engagement

Here you feel the support when you want to grow professionally. Management encourages you to take the initiative, respond to challenges, and grow.



Dmytro,
Senior Front-End Engineer

I've always loved the atmosphere at N-iX and people I've worked with.



Ivanna,
Tech Lead

Despite being a large company, N-iX has minimum bureaucracy and maximum opportunities for growth.



The Employee Satisfaction Score at N-iX

At N-iX we nourish a positive workplace culture by focusing on our specialists' well-being and keeping our communication channels people-centered. Our specialists are encouraged to ask questions, share their ideas, as well as give honest feedback.

We regularly conduct an Employee Satisfaction survey to listen to our specialists and gain valuable input for making N-iX even a better place to work and grow. The employee net promoter score (eNPS) in 2021 indicated great results:



N-iX employer awards



- In the Forbes 2021 rating of the Best Ukrainian Employers, N-iX received 77 out of 100 points and ranked number 16 among 50 best employers in Ukraine, and number 7 among IT employers.
- N-iX is ranked as one the best IT employers in Ukraine according to DOU rating. In 2021, the company got the silver award among the biggest IT companies in the country.
- N-iX is named finalist in the 2023 EMEA Inspiring Workplaces Awards.
- N-iX is recognized among the top IT employers, according to EY Best Employer Survey 2021.
- N-iX is ranked No. 62 in the Global Top 100 Inspiring Workplaces list for 2023.



Our benefits

We offer competitive benefits and create diverse opportunities for professional growth within the company.



Personalized career growth path

100%

reimbursement of CERTIFICATIONS



Vibrant internal tech communities

UP TO 50%

reimbursement of EDUCATIONAL PROGRAMS



Flexible work formats and remote work opportunities

25%

compensation of ENGLISH LANGUAGE COURSES



Competitive social package



MENTORSHIP AND WELL-BEING SPACE

Well-being at N-iX

We create comfortable working conditions for our specialists and provide a multitude of programs to support our specialists' mental and physical well-being. Our specialists

enjoy vacations, additional days off, as well as many opportunities to network and have fun at team buildings and company-wide events.



Additional days off



Corporate celebrations



Flexible working hours



Vacation



Health Insurance



Team building activities

8

offices and **10+** coworking spaces across our locations

55%

of N-iXers choose to work remotely

20

internal mental health lectures organized by N-iX in 2021 and 2022

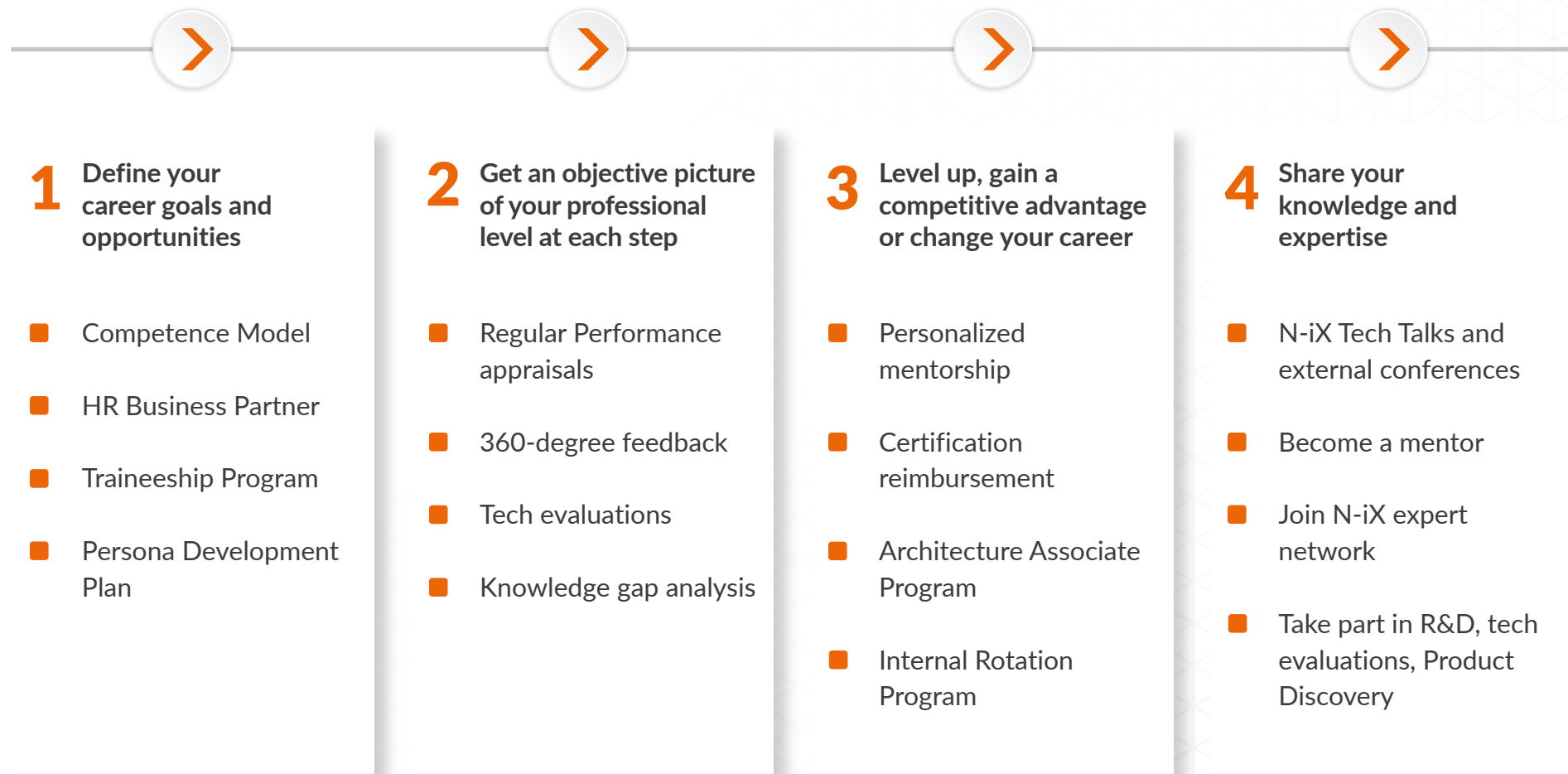
UP TO 100%

everyone at N-iX can benefit from 75% to 100% reimbursement of sport activities and medical services

Career Development

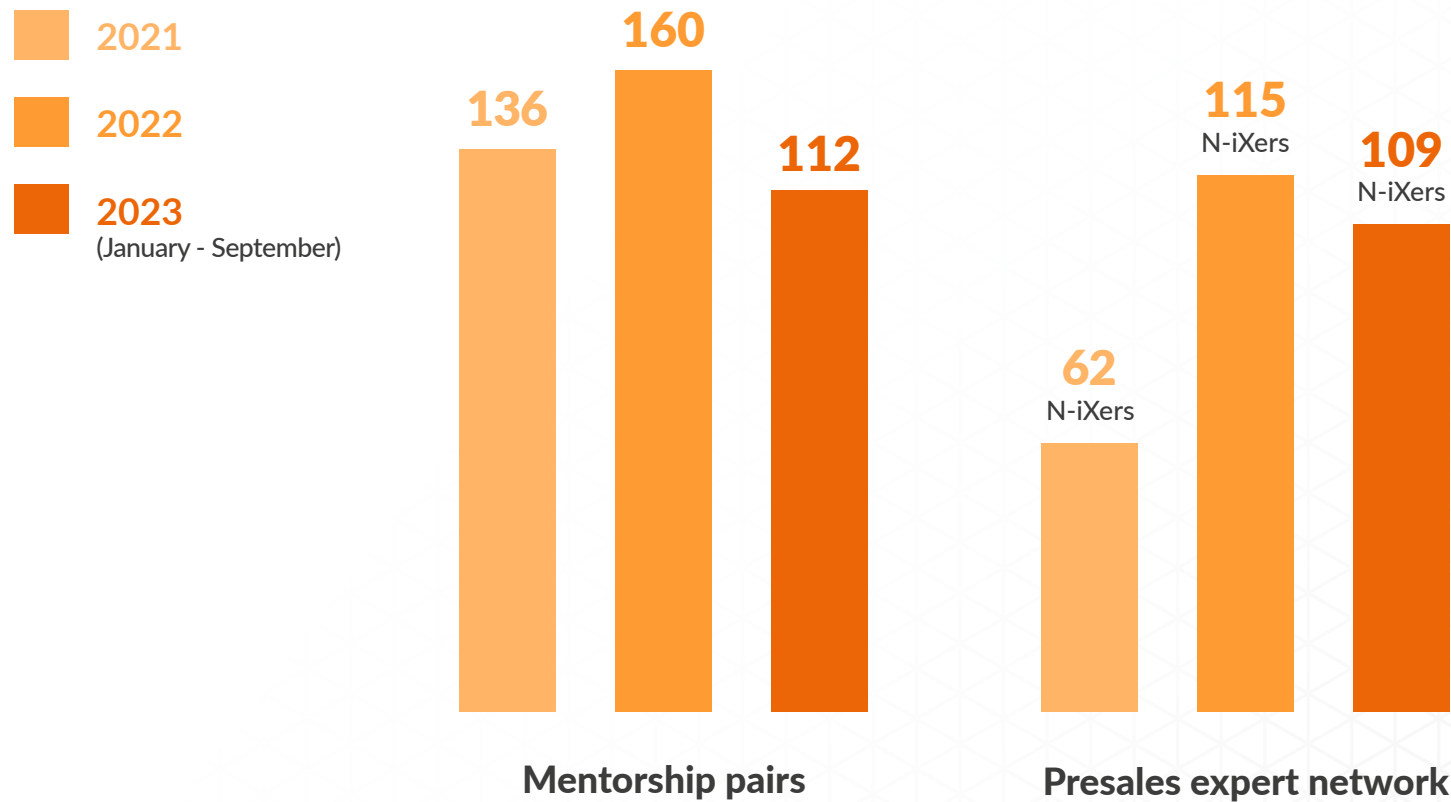
At N-iX, professionals can advance to the next level at the pace that is right for them. While we will support our people with clear

criteria for their career growth, tested tools and practices for professional development, and a personalized approach.



Professional Development Programs at N-iX

We support multiple initiatives to create growth and learning opportunities for our experts. Everyone at N-iX can take advantage of our personalized mentorship program, N-iX cloud certification groups, and other professional development programs.



Cloud certification groups at N-iX

 **57**
participants
in 2022

 **162**
certified experts in 2022

 **42**
participants in 2023
(January - September)

 **107**
certified experts in 2023
(January - September)

Architecture associate program

 **70**
N-iXers participated
in 2022 - 2023

QA Lab

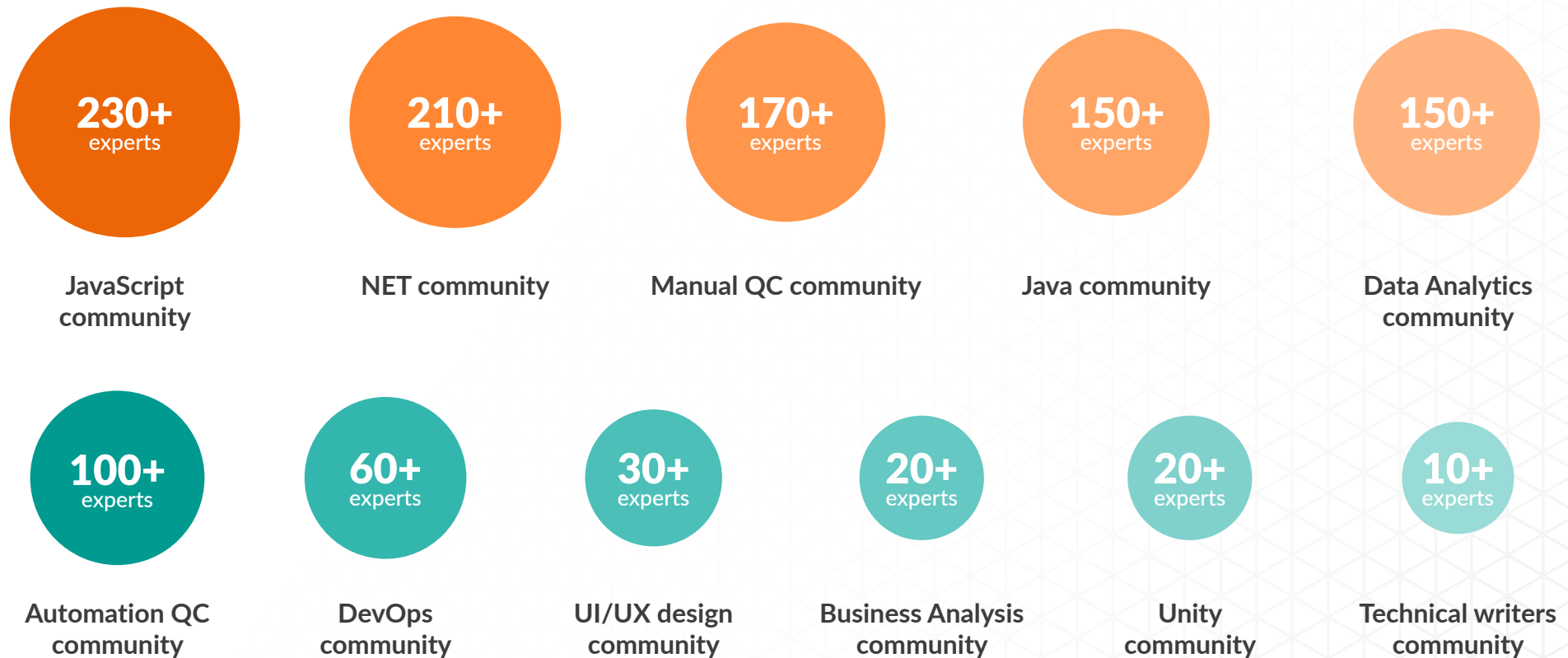
250+ QA specialists at N-iX are part of the QA Lab, an internal community created in 2021 where everyone can exchange knowledge and ideas



Tech Communities at N-iX

We support multiple initiatives to create growth and learning opportunities for our experts. One of such initiatives is tech communities at N-iX. They are led by N-iX Competence

Leads and created to gather best practices and foster the best possible conditions for career growth within the company.




03

IMPROVING EDUCATION

4 QUALITY
EDUCATION



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



KEY EDUCATIONAL INITIATIVES

Education has been the key focus of our CSR activities for many years. N-iX Charity Fund was initiated in 2015 and fully established by 2018 to support young talents, help them get

\$185,000+

gathered for education within N-iX Charity Fund

95+

education initiatives supported

19

students of Ukrainian Catholic University received the scholarships

7

Innovation Labs opened at 3 universities — Ivan Franko National University of Lviv, Lviv Polytechnic National University, Kyiv-Mohyla Academy

quality education, and make their big dreams come true. Thanks to regular donations by N-iX and our specialists, we have supported multiple educational initiatives:

\$5,000

donated for the teachers' scholarships within Teach For Ukraine project

30+

educational events supported in 2021 and 2022

20+

educational institutions received the equipment for students

22

talented people received sponsorship for External Independent Evaluation (3HO) preparation course at Ukrainian Catholic University

N-iX CHARITY FUND

\$185,000+

gathered for education within N-iX
Charity Fund

95+

educational initiatives supported

In 2015, Andrew Pavliv initiated a scholarship fund for talented UCU students. Later in 2018, we established the N-iX Charity Fund to support educational initiatives such as the students' scholarships, EIT preparation course, the Teach for Ukraine project, and others. The Fund consists of regular donations by N-iXers and the company itself.



SCHOLARSHIPS FOR STUDENTS

19

scholarships for talented UCU students since 2015

22

talented people received sponsorship for EIT preparation course

We joined the Ukrainian Catholic University scholarship program by establishing two annual scholarships. The first one is funded by Andrew Pavliv, N-iX Founder and CEO, and named after his grandfather Yarema Pavliv, and the other is sponsored by N-iX Charity Fund. In 2023, we funded scholarships for two talented UCU students of the Ukrainian Catholic University. Since 2015, the company, together with N-iXers, has funded 19 scholarships for students.

Also, we donated \$2,000 to sponsor the External independent evaluation (ukr. ЗНО) preparation courses at the Ukrainian Catholic University for 22 bright Ukrainians in need.



N-iX



TEACH FOR UKRAINE

\$5,000

donated for the teachers' scholarships within "Teach for Ukraine"

5

teachers received the scholarships from N-iX

8

N-iX specialists joined "Hour of Code" as mentors

In 2021, we contributed \$5,000 for teachers' scholarships within the educational project "Teach For Ukraine." The organization aims to provide quality education to kids from small Ukrainian cities and villages by supporting teachers. Also, together with the Teach for Ukraine team, N-iX has joined the "Hour of Code", a global initiative to popularize programming among children around the world. Our specialists were mentors for students from small Ukrainian towns.



INNOVATION LABS

150

workplaces equipped for students

16

classrooms and N-iX Innovation Labs

N-iX opened six Innovation Labs at three Ukrainian universities — two Labs with 80 workplaces at Ivan Franko National University of Lviv (LNU), two Labs for students of Lviv Polytechnic National University (LPNU), and a Lab with 20 workplaces at the National University of Kyiv-Mohyla Academy (NaUKMA). Moreover, N-iX joined the initiative of Lviv IT Cluster and opened the IoT Lab at LPNU in 2018. Currently, we are working on the Game & VR Innovation Lab at LPNU.

Besides opening full-fledged Innovation Labs, N-iX constantly supports local universities and schools with equipment. Among recent initiatives, we supplied equipment to the Taras Shevchenko National University of Kyiv; provided VR equipment for the Faculty of Applied Sciences at the Ukrainian Catholic University; organized workplaces at the Buchach School №5, and more.



UNREAL ENGINE COURSE

\$100,000

grant by Epic Games for N-iX Game & VR Studio



EPIC MegaGrants Recipient

In 2022, N-iX Game & VR Studio received a \$100,000 Epic MegaGrant within a special program by Epic Games to support innovative projects that enhance the open source 3D graphics ecosystem! The funds will be allocated to establish a full-fledged training center in Ukraine, where young people can receive high-standard Unreal Engine learning.

Previously, N-iX Game & VR Studio specialists launched an Unreal Engine course at Lviv Polytechnic National University for students majoring in Software Engineering. The purpose of the course was to help students acquire practical skills in developing games and VR solutions using Unreal Engine tools. Our experts have already conducted the pilot version of the course for eight talented Computer Science students — some of them have received cooperation offers from N-iX Game & VR Studio.



SUPPORTING EDUCATIONAL EVENTS

30+

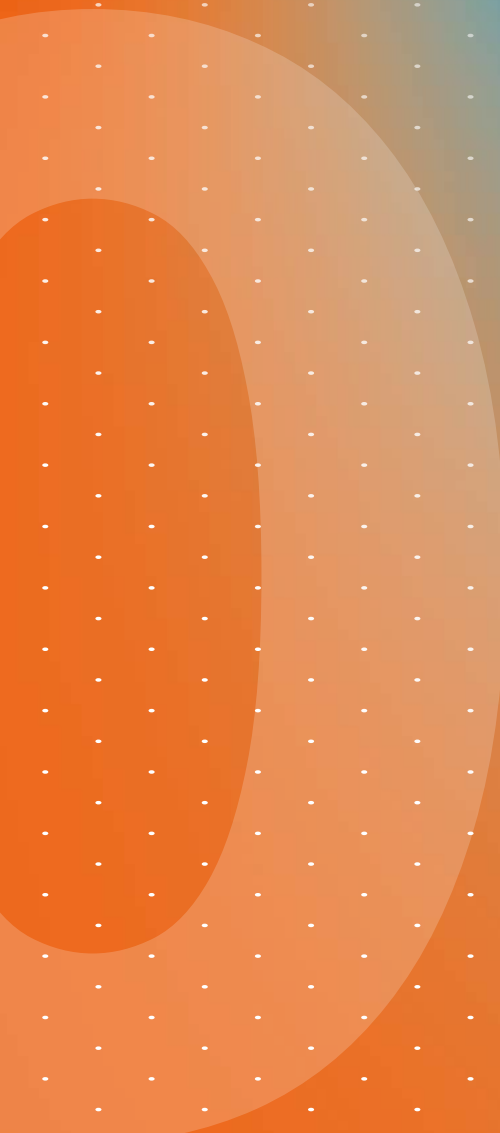
educational events supported in 2021 and 2022

At N-iX, we believe that investment in education equals investment in the future. We constantly cooperate with educational institutions and support educational events to share our expertise with students. Here are some of the events we supported in 2021 and 2022:

- Hour of Code
- IT Future conference
- Data Engineering and Security School
- Artificial intelligence technology school
- Startup Battle 2021
- Open IT
- UCU Job Fair
- Gamedev hackathon at LPNU and many others.

N-iX





8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



17 PARTNERSHIPS FOR THE GOALS



EMPOWERING COMMUNITIES

SHAPING THE UKRAINIAN IT INDUSTRY

As a technology company, we believe that innovations can make a difference and a positive impact on the world around us. For years, N-iX has been actively involved in the communities where we live and work, supporting

local charities, events, associations, and NGOs. We are an active member of tech and business associations that share the common goal of developing and strengthening the IT industry.



LVIV IT CLUSTER

In 2009, N-iX together with SoftServe and ELEKS founded Lviv IT Cluster, the first and today the biggest IT organization in Ukraine. Together, we have launched dozens of projects shaping the local IT industry as we know it today, supporting education, tech events, infrastructure projects and more.

2009

N-iX, Eleks and SoftServe founded Lviv IT Cluster, one of the biggest IT organizations in Ukraine

15+

successful projects shaping the Ukrainian IT industry



Lviv IT Cluster projects

As the founding member of Lviv IT Cluster, N-iX constantly supports its numerous projects:



Innovation District IT Park – a center for development of the Lviv IT industry with business centers, offices, hotels, a university campus with modern labs, a kindergarten, a fitness center and a shopping mall.

IT Village – the infrastructure project that aims to unite IT professionals, willing to live in a comfortable suburban area.

IT Arena – one of the biggest tech events in Ukraine and Eastern Europe that annually brings together over 5000 IT professionals to discuss the latest tech trends.

Vision – the project aiming to expand the functionality of the video surveillance system in the Lviv region;

Sky - the project focused on technical modernization of the team and analytical centers of the Airw Command West;

United for Health – an emergency project that helps combat the spread of COVID-19 in Lviv and the Lviv region.

Lviv IT Cluster Academy – the educational project that aims to modernize technical and vocational education.

IT Future – an educational conference on technical education and IT career in Ukraine. N-iX experts joined the events as speakers.

IT Expert - an educational initiative that modernizes educational programs at Lviv universities.

Organizing centers for temporarily displaced persons in Lviv – N-iX allocated \$20,000 to this initiative;

Providing Starlink terminals for the critical infrastructure of different Ukrainian cities – N-iX initiated and fully assisted the organization of this project.

SUPPORTING LOCAL TECH EVENTS

45+

tech events supported in 2021 - 2023

50+

colleagues



EBA IT Conference



IT Arena 2021



Ukraine at Collision

In 2021 and 2023, we have supported multiple professional conferences and events all over Ukraine and beyond.

- IT Arena 2023 event
- OpenText Summit Poland
- EBA IT Conference
- Ukraine at Collision
- GITEX
- IT Future Conference
- AWS Tech Conference
- The International Industrial 2023 Fair in Kobe
- PyCon
- Game Gathering and more.



GeeCon



AWS Tech Conference



IT Future Conference

05

N-iX COVID-19 RESPONSE



JOINING THE GLOBAL FIGHT AGAINST COVID-19

Since the outbreak of COVID-19, we at N-iX have immediately taken prompt measures, and joined the global fight against the pandemic.

\$115,000+

raised to N-iX Fund for fighting COVID-19

1,000+

N-iXers and N-iX family members vaccinated in Lviv, Kyiv, and Dnipro

620

times reimbursed 50% of the PCR tests' costs for N-iX specialists

98

IFA and express diagnosis tests provided

We created a new direction within the N-iX Charity Fund to support multiple healthcare initiatives. Here are the results of our contribution:

9,300

COVID-19 express tests donated

\$5,800+

raised for healthcare professionals' insurance within the "United for health" project

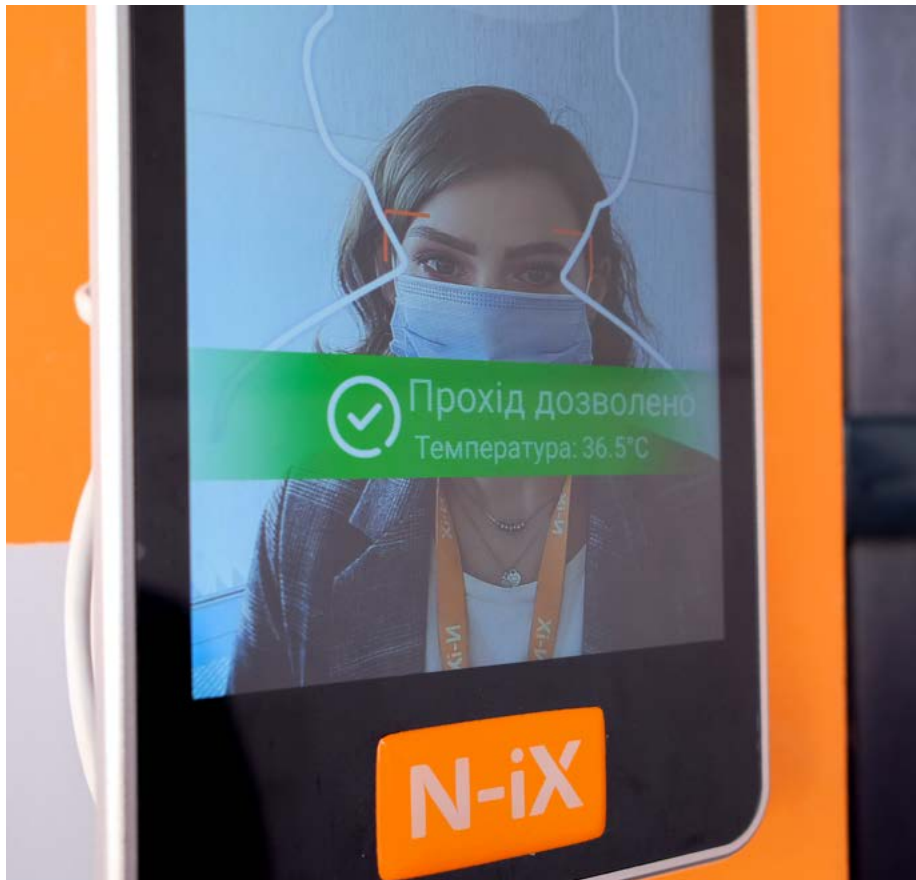
2,200+

units of medical equipment supplied for healthcare workers in Kyiv and Kyiv region

N-iX COVID-19 RESPONSE

The well-being of our customers and teammates is paramount to us. Therefore, N-iX took prompt measures in response to COVID-19. As a technology-native company we switched to remote work mode smoothly without any significant

challenges. Also, we have taken significant steps to ensure our business continuity and get through this together as a team. We stayed in touch, supported each other, and continued delivering value to our clients.



KEEPING OUR PEOPLE SAFE

620

times reimbursed 50% of the PCR tests' costs for N-iXers

98

IFA and express diagnosis tests provided

1,000+

N-iXers and N-iX family members vaccinated

We started reimbursement of the PCR tests, IFA and express diagnosis tests for N-iX specialists. As soon as the vaccine became available, we at N-iX organized vaccination for more than 1,000 N-iXers and N-iX family members in Lviv, Kyiv, and Dnipro. Also, we purchased oxygen concentrators and pulse oximeters to provide them to our people when needed.



HEALTHCARE INITIATIVES

9,300

COVID-19 express tests donated

\$5,800+

raised for healthcare professionals' insurance within the "United for health" project

2,200+

units of medical equipment supplied for healthcare workers in Kyiv and Kyiv region

N-iX joined the #AntiVirus initiative by IT Ukraine Association and donated 1,200 medical respirators and 1,000 full medical protection kits for the hospitals in Kyiv and the Kyiv region. Moreover, we supported the "United for Health" initiative by Lviv IT Cluster, and raised \$5,800 for the insurance of healthcare professionals in Lviv and the Lviv region. Our specialists joined the fight by providing their expertise – together, we helped develop an interactive map for tracking COVID-19.



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



**N-iX STANDS
WITH UKRAINE**

N-iX RESILIENCE AMID THE INVASION

Safety of our people

Since day one of the unprovoked Russian attack on Ukraine, we at N-iX have focused on evacuating our people from the affected territories and helping the Ukrainians suffering from the war. Thus almost 600 of our colleagues have evacuated to Western Ukraine and Poland.

Our office in Lviv became a 24/7 Help Center for colleagues, their families, and friends from different parts of Ukraine. We kept in touch with our colleagues, provided them with temporary housing and necessities, and created a Relocation fund so that all N-iXers who had to leave their homes receive financial aid.

Successful BCP implementation

In the first weeks of the war, N-iX management team worked to cover all aspects of our Business Continuity Plan with the main focus on the evacuation of our specialists and constant communication with our clients. Successful implementation of the BCP allowed us to maintain over 85% of service delivery in the first week of the war (when people were still moving and settling), and surpass 90-95% of service delivery levels in the next weeks.



AID FOR UKRAINE

\$1,270,000+

donated to support Ukraine

30+

vehicles purchased for military and humanitarian needs

200+

units of computer equipment donated

Together with our colleagues, N-iX has raised more than \$1,270,000 to support Ukraine and provide financial, humanitarian, and logistical aid for the Ukrainians suffering from the war. The company bought 30+ SUVs and vans for the front and logistical aid; organized the transportation of 5 buses from Warsaw to Mykolaiv; delivered 200+ units of computer equipment for the military needs; purchased 250 bulletproof vests and helmets, tactical clothing, tents, pillows, mattresses, and more. N-iX actively supports the “Come Back Alive” fund, Lviv Defense Cluster, and many others.



HUMANITARIAN ACTIVITIES

50+

Starlink stations sent to different Ukrainian cities

\$3,400

worth of medicine purchased for the children of the Kyiv City Hospital

\$20,000

allocated to set up centers for temporarily displaced persons

N-iX has sent more than 50 Starlink stations to different parts of Ukraine where they are most needed, purchased \$3,400 worth of medicine for the children of the Kyiv City Hospital as well as allocated \$20,000 to support the projects of Lviv IT Cluster, and set up centers for temporarily displaced persons. Also, many of our colleagues volunteer for different causes and provide their engineering expertise in the ranks of the Ukrainian cyber army.



SUPPORTING COLLEAGUES IN THE **ARMED FORCES** OF UKRAINE

\$233,100+

gathered to support N-iX specialists who joined the Armed Forces of Ukraine

20

sets of bulletproof vests and helmets purchased for our colleagues

To support the colleagues who joined the fight against the aggressor, N-iX has created a special Fund to save their jobs and continue payments. Apart from the company's initial contribution of \$200,000, N-iXers collected \$33,100 to support N-iX specialists who joined the Armed Forces of Ukraine. Also, N-iX bought 20 sets of bulletproof vests and helmets for our colleagues in the Armed Forces of Ukraine.



N-iX LEADERSHIP ABOUT THE **UKRAINIAN TECH SECTOR** AMID THE WAR

Bloomberg

Continuing to function during the war is critical for supporting the Ukrainian IT industry and our economy.

says **Andrew Pavliv**, N-iX Founder and CEO, in the article by Bloomberg.



euronews.

We (the IT industry) own this third place in the world and we can still generate this GDP... We can still keep people busy and pay salaries.

shares with Euronews **Pavlo Deshchynskyy**, Chief Operating Officer at N-iX



If you have a well-built team which works for years, it's easier to pass even the hardest times.

says **Nazariy Zhovtanetsky**, Chief Strategy Officer at N-iX, in the recent podcast of The Resilient Journey.



Ukraine has the potential, and it has to be supported after war because we can be a good player in that [tech] market.

shares **Andrew Pavliv**, N-iX Founder and CEO, in the podcast by The Wall Street Journal.



APPENDIX

THE GRI STANDARDS

GRI 2: General Disclosures 2021

2-1 Organizational details		N-iX LLC
2-2 Entities included in the organization's sustainability reporting		N-iX LLC, N-iX Delivery, N-iX Malta, N-iX Bulgaria, N-iX Poland
2-3 Reporting period, frequency and contact point		Annual reporting frequency Reporting period: 2021-2022 Contact point: Sviatoslav Kavetskyi, Head of Industry Affairs Department – skavetskyi@n-ix.com
2-6 Activities, value chain and other business relationships	Chapter «Our company», p. 7-14	
2-7 Employees	Chapter «Our people», p. 15-27	
2-9 Governance structure and composition		
2-15 Conflicts of interest		Regulated by N-iX Code of Conduct.
2-16 Communication of critical concerns		Escalation process and reporting procedure according to N-iX Code of Conduct.

2-19 Remuneration policies		Equal remuneration approach to all contractors according to the qualification level and N-iX Code of Conduct.
2-22 Statement on sustainable development strategy	Message from our CEO, p. 3	
2-23 Policy commitments	Chapter «Our people», p. 15-27 Chapter «Improving Education», p. 29-35	
2-24 Embedding policy commitments		Embedded in the N-iX Code of Conduct and relevant policies.
2-27 Compliance with laws and regulations		Embedded in the N-iX Code of Conduct.
2-28 Membership associations	Chapter «Empowering communities», p. 37	
2-29 Approach to stakeholder engagement	Chapter «Empowering communities», p. 36-41	

GRI 201: Economic Performance 2016

201-3 Defined benefit plan obligations and other retirement plans	Chapter «Our people», p. 22-27	
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GRI 202: Market Presence 2016

202-2 Proportion of senior management hired from the local community		Most of the senior management is hired from the local community.
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GRI 205: Anti-corruption 2016

205-1 Operations assessed for risks related to corruption		According to the anti-bribery policy and N-iX Code of Conduct.
205-2 Communication and training about anti-corruption policies and procedures		All contractors are acknowledged with the anti-corruption policies and N-iX Code of Conduct.
205-3 Confirmed incidents of corruption and actions taken		None.

GRI 207: Tax 2019

207-4 Country-by-country reporting		Yes, group and standalone reporting according to the jurisdictions we operate in.
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GRI 302: Energy 2016

302-4 Reduction of energy consumption		Apply relevant energy efficiency practices in the offices and when purchasing equipment.
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GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource		Implemented and applied a policy on the efficient water use.
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GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts		Apply practices of waste sorting, batteries recycling, etc.
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GRI 401: Employment 2016

401-1 New employee hires and employee turnover	Chapter «Our people», p. 16	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter «Our people», p. 22-27	All contractors are subject to the same benefit package.
401-3 Parental leave		Yes, according to the applicable policy.

GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system		Yes, according to the applicable policy.
403-2 Hazard identification, risk assessment, and incident investigation		Yes, according to the applicable policy.
403-6 Promotion of worker health	Chapter «Our people», p. 22-27	

GRI 404: Training and Education 2016

404-2 Programs for upgrading employee skills and transition assistance programs	Chapter «Our people», p. 24-27	
404-3 Percentage of employees receiving regular performance and career development reviews		All junior specialists receive performance review once in six months; All middle+ specialists receive performance review once in a year.

GRI 405: Diversity and Equal Opportunity 2016

405-2 Ratio of basic salary and remuneration of women to men		Both men and women receive equal treatment.
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GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs	Chapter «Empowering communities», p. 36-41	
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GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria		Yes, according to the applicable policy.
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GRI 418: Customer Privacy 2016

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		None.
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Our social networks