intellias

INTELLIAS SUSTAINABILITY REPORT

2024

2024 was a year of both challenges and transformation. We didn't just get through it – we chose to lead. We grew with intention, expanded our global presence while staying human, responsible, and impactful.

We made bold, deliberate choices: we launched our first ESG strategy as an integrated element of Intellias' growth Strategy, scaled EDI practices, reduced our environmental footprint, expanded mental health support, and nurtured communities that connect, support, and drive change.

At the same time, we delivered strong business results – organically and through M&A – earned top client satisfaction, received industry recognition through high rankings, certifications, and awards that speak to our clients' trust, and built solutions that move us closer to a sustainable future. Behind every number, every milestone, and every impact stands our greatest strength – our people.

This report isn't about ticking boxes. It's about a mindset – a commitment to create long-term value for our clients, people, and the planet. We don't just engineer technology. We engineer a culture of responsibility that scales with our business.

Thank you to everyone who made this year possible – our people, clients, partners, and the communities we stand with. Let's lead what comes next – with courage, with empathy, and with impact. A more responsible tomorrow starts today.

Vitaly Sedler,
Founder & CEO

2024 SUSTAINABILITY HIGHLIGHTS

People and culture

81%
employees participated in company's educational opportunities

185
employees who actively volunteer

676
employees enrolled in our internal language school

3000
employees across 17 countries

400
participants in the CBT-based Resilient Minds mental health program

75%
employee satisfaction with well-being initiatives

23
times recognized as a top employer across the globe

Governance and operations

- Acquired NorthLink Digital and C2 Solutions

- Added 20 new clients

- Reaffirmed compliance with ISO 27001 and the GDPR

- Obtained TISAX Assessment Level 3 certification for our offices in Kraków, Poland, and Wolfsburg, Germany

- Obtained TISAX Assessment Level 2 certification for our office in Lviv, Ukraine

- Maintained a 99% client satisfaction score (ISO 9001–certified)

Environmental impact

- 2 level improvement of CDP score

- Our Kraków office, certified under the BREEAM sustainability standard

- Successfully passed ISO 14001:2015 re-certification

- Gave 2,000+ devices for education and charity through our hardware donation program

Social impact

- $656,000 of charitable support to Ukraine

- $1,016,567 raised for Intellias Foundation for Change

- Supported children in 8 countries with the Good Winter campaign

- 61 blood donations through Donor Days

4

About **Intellias**
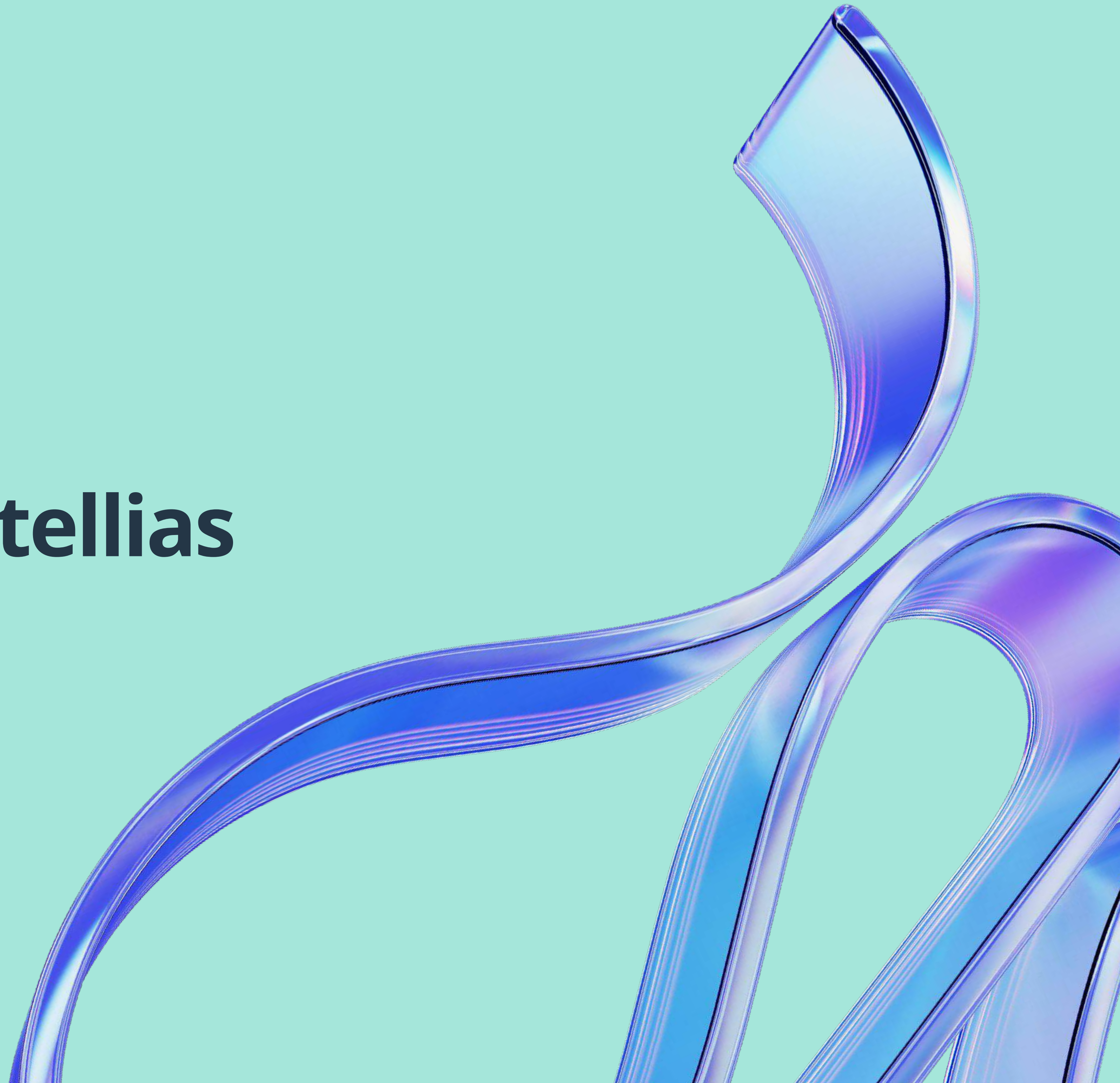
Intellias is a global technology company with over 3,000 specialists that combines engineering craftsmanship and technology expertise to solve challenges of any nature, scale, and complexity. The company's development centers are located in Poland, Croatia, Bulgaria, Ukraine, Spain, Portugal, Colombia, and India, with representative offices in Germany, the US, the UK, and the United Arab Emirates.

Intellias contributes to the success of some of the world's leading brands, including HERE Technologies, Omio, BrainStorm Inc., Elmos, TomTom, HelloFresh, and Travis Perkins, and is regularly named one of the best IT employers by Forbes, EY, Great Place to Work, and other reputable organizations. Moreover, Intellias has been recognized as a world-class technology leader by IAOP, the UK IT Industry Awards, and Inc. 5000 Europe.

20+
years on
the market

3000
in-house experts

99%
client
satisfaction rate

145
active clients

We breathe life into great ideas with the power of digital technology

Global Impact

We are a global and diverse team of the finest engineering minds. Committed to making an impact and leading change together, we bring technology innovation across borders and time zones to achieve lasting value for our clients at global scale.

Beyond Services

At Intellias, we measure our success by the success of our clients. We bring dedication, agility, and relentless energy to help clients achieve even the most ambitious goals. We act as true partners, committed to staying ahead of the game together. Now and for many years to come.

Engineering Mastery

Digital technology is our craft and our passion. We combine our engineering expertise and deep understanding of focus industries to solve technology challenges of our clients. Of any nature, scale, and complexity.

For People, And By People

Inspired by human genius and a drive for innovation, we put people over processes. We are committed to human-centered leadership, creating an environment where everyone feels welcome and respected. By doing so, we deepen our skills, unleash our talents, and create value. For clients, communities, and humanity.

OUR VALUES

At Intellias, our culture is built on a foundation of key values. Until recently, we had five of them: One team, Getting things done humanly, Focus on value, Growth mindset, and Equity, diversity, inclusion.

As we grew global, we realized the importance of elevating an empathetic, caring attitude as a value of its own. That is why we decided to divide Getting things done humanly into two values: Getting things done and Empathy.

Empathy helps us create a human-centered workplace, where everyone feels a sense of belonging. It shapes how our leaders guide, how decisions are made, and how we approach our everyday processes. Embedded deeply within our culture, empathy has now become our sixth core value.

One Team

T

Getting things done

D

Empathy

E

Focus on Value

V

Growth Mindset

G

Equity → Diversity

EDI

Inclusivity

OUR SERVICES

End-to-End Software Engineering

Vision	→	Engineering	→	Production

ONGOING MANAGEMENT

Digital consulting

Technology evaluation, process optimization, and solution discovery
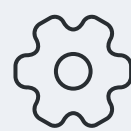
Software engineering

Solution architecture, implementation, and maintenance

Solution operations

Smooth operation and updating of software environments

Digital products

Product discovery and prototyping, management, and design
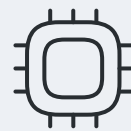
R&D and innovation

Leveraging the potential of data, AI/ML, and the Internet of Things
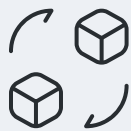
Development teams

Efficient management of engineering capacity to save time and money

INDUSTRIES WE SERVE

Mobility

Financial services & Insurance

Telecom & Media

Retail

Travel & Hospitality

Healthcare
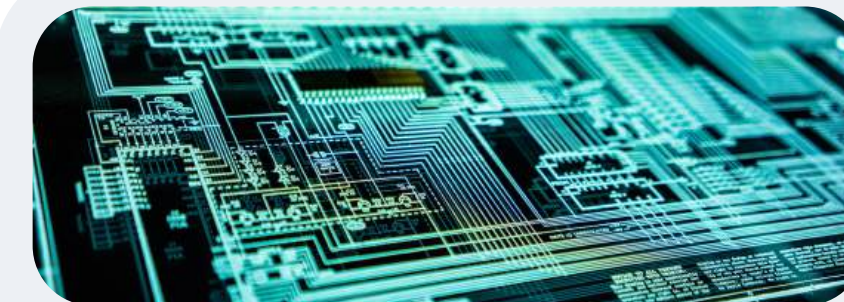
High-Tech

OUR GEOGRAPHY

AMERICAS

North America
🇺🇸 USA

Latin America
🇨🇴 Colombia

EMEA

🇧🇬 Bulgaria	🇵🇹 Portugal	🇭🇷 Croatia
🇩🇪 Germany	🇪🇸 Spain	🇬🇧 UK
🇵🇱 Poland	🇺🇦 Ukraine	🇲🇹 Malta
🇪🇬 Egypt	🇸🇦 KSA	🇦🇪 UAE 🇮🇱 Israel

ASIA

🇮🇳 India

🇯🇵 Japan

OUR APPROACH TO SUSTAINABILITY

At Intellias, we view sustainability as a long-term commitment that strengthens our business, supports our people, and creates value for the communities and environments with which we interact. Guided by global frameworks including the **UN Sustainable Development Goals (SDGs)** and the 10 principles of the **UN Global Compact**, we approach sustainable development holistically, addressing **environmental, social, and governance (ESG)** priorities across our operations.

A SHIFT FROM CSR TO INTEGRATED ESG

In 2024, we laid the groundwork for a more structured ESG approach by developing our first company-wide ESG strategy. The initial phase focused on assessing our current practices, identifying priority areas, and aligning with stakeholder expectations and internal ESG self-assessments. Full implementation of the strategy, including goal setting and program integration, is planned for 2025.

In particular, our work is increasingly aligned with **SDG 11: Sustainable Cities and Communities**:

The evolution of ESG strategy reflects our broader ambition: to move from isolated initiatives to systemic ESG integration across our operations, workplace culture, client solutions, and external partnerships.

We are aligning our strategy with external standards such as the **EU Corporate Sustainability Reporting Directive (CSRD)** to ensure that we are prepared for evolving disclosure and performance expectations.

Green, diverse, and inclusive workplaces

We lead by example, starting with our people and spaces. Our workplaces are designed to be inclusive, flexible, and environmentally conscious. For example, they make it easy for people to bike to work, bring their children and pets, and work remotely. We strive to make our offices welcoming, accessible, and aligned with the values of a people-first culture.

Environment, Social, Governance

Sustainable solutions

Sustainability is embedded in the technology we create. From smart mobility platforms and low-emission fleet management to energy-efficient software and digital agriculture tools, we help our clients reduce environmental impact and drive meaningful change through innovation.

Environment

Promoting change beyond business

Creating a sustainable world means acting beyond our core business. We promote responsible citizenship through volunteering, sustainable mobility campaigns, environmental partnerships, and strategic philanthropy, turning shared values into collective action.

Governance

ESG GOVERNANCE

To ensure effective ESG governance, we have established
a clear leadership structure for key ESG areas:

Ethical and responsible business practices	Our people	Environmental stewardship	Social impact

LEADERSHIP

Led by our Chief Delivery Officer (CDO) and Chief Executive Officer (CEO), this area focuses on the quality of services, company growth, and client relationships.	Managed by the VP of Talent Management, this area is responsible for creating a supportive and people-centered workplace.	Overseen by the CEO with support of the Executive Chairman and other key leaders, this area drives our environmental and social impact initiatives.	

TOPICS COVERED

Ethical business conduct, client satisfaction, innovation andand quality, governance practices	Employee engagement, well-being, learning, andand development; diversity and inclusion	Energy and emissions, waste management, sustainable operations	Community engagement, volunteering, social impact programs, veteran support

EXECUTION AND REPORTING TEAM

Execution and reporting team	Ethics committee, EDI team	EMS manager, administrative, CSR and compliance teams	CSR and EDI team

In 2024, we developed a dedicated **ESG Strategic Initiative** aimed at ESG self-assessment, stakeholder engagement, and creation of a committed action plan. As part of this effort, we validated key indicators with stakeholders and created cross-departmental working groups responsible for implementation.

The initiative targets all levels of the organization and takes into account both economic and social value. The owner of the initiative reports to the CEO Office and Strategic Initiatives Managers during quarterly review meetings.

As we continue to mature in our efforts, we will be working to integrate ESG-related risks and opportunities into our enterprise risk management framework. This approach will ensure that environmental, social, and governance considerations inform strategic decision-making and long-term planning.

Engaging Leadership in Global Sustainability Dialogue

Intellias joined global leaders at the UN Private Sector Forum in New York, where CEO Vitaly Sedler shared insights on how businesses can drive sustainability. Hosted by UN Secretary-General António Guterres and organized by the UN Global Compact, the event united 300 leaders to discuss climate action, sustainable development, and human rights. We're proud to contribute by building green tech solutions and promoting sustainable mobility.

Our Operations

In a rapidly evolving business landscape, acting with integrity and responsibility is critical to building resilience and long-term trust.

This chapter outlines how Intellias embeds ethical principles and governance into all facets of operations, from strategic growth and client service to data protection, responsible AI, and supply chain management.

By reinforcing our Code of Ethics, engaging transparently with stakeholders, and aligning with international standards such as the GRI Standards and EcoVadis criteria, we strive to ensure that our growth is guided by accountability, transparency, and sustainable impact.
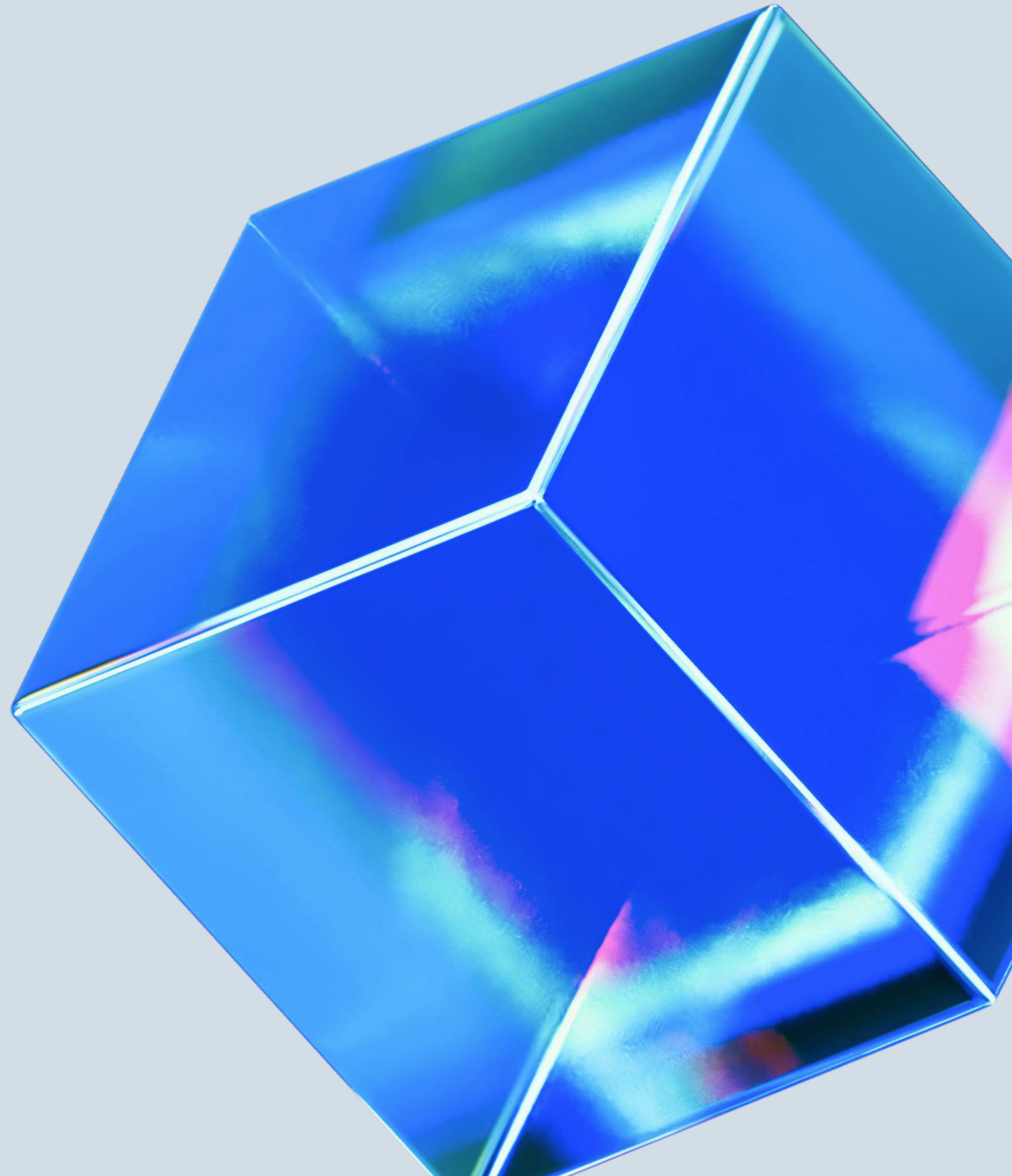
EXCELLENCE IN SERVICE

At Intellias, we go beyond software delivery, combining engineering excellence, smart delivery, and human-centric collaboration to build scalable and resilient digital solutions. Service quality is fundamental to Intellias's value proposition. As a trusted technology partner, we consistently deliver secure, high-performing solutions. Consistently earning a 5 out of 5 client satisfaction rating, as verified by Gartner, testifies to the effectiveness of our approach and the strength of our client relationships. We maintain a continuous feedback loop with clients and refine our services through regular CSAT surveys and public feedback.

Our global service delivery model is supported by an **ISO 9001:2015–certified Quality Management System** and regularly audited to ensure compliance with international standards.

99,5%

client satisfaction with Intellias service

What sets us apart:

Engineering excellence

Agile, cross-functional teams that deliver high-quality, future-proof solutions

Quality-first approach

Built-in quality from day one with advanced test automation and our proprietary frameworks

Cloud and operational mastery

Cloud-native delivery, continuous integration, and infrastructure automation done right

Innovation at the core

Cutting-edge GenAI, ML, and intelligent automation backed by deep R&D with the most effective ROI use cases

Strategic delivery

Proven frameworks like IDEAbook and Centers of Excellence contribute to ensuring effective software development and predictable outcomes

We have been recognized by Fortune 500 firms and rising tech companies including IAOP, Zinnov, and the Software Testing Awards for the results we deliver.

STRATEGIC GROWTH THROUGH M&A

Advancing digital health through strategic acquisition

Advancing digital health through strategic acquisition
In 2024, Intellias acquired 100% of C2 Solutions, a Minnesota-based technology services company with recognized expertise in digital health and medical devices. This strategic acquisition strengthened our presence in North America and enhanced our HealthTech service capabilities. Expanding our presence in the healthcare technology sector also supported our broader impact goal of contributing to an inclusive and sustainable world.

Founded in 2010, C2 Solutions has a strong track record of long-term client partnerships, with over 80% of clients engaged for more than a decade. Its integration with Intellias expanded our digital engineering offering and supported our mission to deliver impactful technology solutions across industries. Integration of C2 Solutions considers business continuity, cultural alignment, and compliance with Intellias's Code of Conduct and ESG practices.

This marked the second strategic acquisition by Intellias, following the 2022 acquisition of Digitally Inspired in the UK. Our continued M&A activity complements strong organic growth and supports our long-term vision of scaling globally while creating value for clients and communities.

Expanding FinTech and Iinsurance Ccapabilities in EMEA

In August 2024, Intellias acquired NorthLink Digital, a UK-based IT consultancy with strong expertise in the financial services and insurance (FS&I) sector. The acquisition enhanced our industry-specific capabilities and deepened our presence in the EMEA region. NorthLink Digital has a proven track record in digital transformation, UX design, and regulatory-compliant technologies, serving clients across the FinTech, banking, insurance, and logistics sectors.

Acquiring NorthLink Digital supported our long-term strategy to scale in key industries while delivering inclusive, secure, and sustainable technology solutions. The acquisition also strengthened our regional leadership, with NorthLink founder Graham Orrell joining Intellias as VP of Financial Services & Insurance Business in the UK. As part of integrating NorthLink Digital into Intellias, we ensured business continuity, cultural alignment, and alignment with the Intellias Code of Conduct and ESG practices.

Expanding our presence in the FS&I sector supports our broader impact goal of contributing to an inclusive and sustainable world by enabling secure, user-centric financial technologies that promote responsible innovation and digital equity.

▌CODE OF CONDUCT AND ETHICS COMMITTEE

Our **Code of Conduct** outlines the ethical standards and behaviors expected of all Intellias colleagues and partners.
It reflects our commitment to acting with integrity, promoting ethical and equitable treatment of all individuals, and fostering accountability across our global operations.

The Code of Conduct covers key areas including:
- Business ethics, anti-corruption and conflicts of interest
- Ethical labor practices and fair treatment
- Environmental responsibility
- Professional conduct and respect in the workplace

Year	Topic of Complaint	Type of Resolution
2024	Discriminatory behavior (gender-based remarks)	Coaching, Counseling and Manager Oversight
	Violation of rehire policy	Termination of Employment (Rehire Denied)
	Unfair treatment	Written Warning and Apology Required
	Aggressive behavior toward colleagues	Written Warning, Coaching and Manager Oversight
	Inappropriate behavior in internal communication channels	Mediation and Conflict Resolution
	Inappropriate behavior in internal communication channels	Coaching and Counseling
2022	Discriminatory behavior	Policy Updates
	Unfair treatment and unequal opportunity	Coaching and Manager Feedback
	Inappropriate behavior in external communication channels	Written Warning and Content Removal
	Discriminatory behavior	Policy Updates
	Inappropriate behavior in internal communication channels	Coaching and Counseling

All new hires are required to complete **Code of Conduct training** during onboarding, and updates are communicated company-wide.

Oversight of ethical conduct is the responsibility of our **Ethics Committee**, which comprises cross-functional representatives across departments, job levels, and genders. The committee reviews ethical concerns, promotes awareness of the Code, and supports a culture of compliance.

To ensure accountability, we maintain multiple grievance reporting channels, including a service desk, direct reporting to managers, a dedicated email address, and an anonymous reporting form.

These mechanisms are designed to be accessible, confidential, and free from retaliation, in alignment with global standards on whistleblower protection.

▌ SUPPLY CHAIN

While our internal Code of Conduct sets clear expectations for ethical behavior across Intellias, we extend these same expectations to our external partners through our supplier management practices.

Our approach to supplier management is built on fostering strong, transparent, and ethical relationships with our partners to ensure sustainability, efficiency, and quality across our operations.

Our supply chain at a glance:

■ Environmental Compliance   ■ Human right and Labor compliance

Hardware and equipment suppliers	**Facility and office services**	**Talent and workforce providers**	**Professional services**	**Technology vendors**
Suppliers of laptops, monitors, servers, and networking devices used in our delivery centers or for remote work	Vendors who support our office operations: utilities, cleaning, maintenance, and workspace management	Recruitment agencies, portals, and educational partners who help us attract skilled professionals	Audit and consulting providers who support business continuity and compliance	Providers of software licenses, cloud infrastructure (e.g., AWS, Azure), cybersecurity tools, and productivity platforms

Our **Code of Conduct for Suppliers** aligns our partners with the principles that are deeply integrated into our daily operations. This code underscores our commitment to fair and sustainable practices by ensuring that our suppliers adhere to ethical business practices and maintain regulatory compliance.

By embracing these principles, we cultivate long-term client loyalty and foster efficient, responsible collaboration across our supply chain.

The Code of Conduct covers:
1 Workplace ethics and labor standards
2 Environmental responsibility and sustainability commitments
3 Business integrity and compliance

I INDUSTRY ENGAGEMENT

Playing an active role in shaping the industries in which we operate helps us shape our strategic direction and create long-term value.

Through structured partnerships and alliances, active participation in industry associations, clusters, and knowledge-sharing communities, and regular involvement in technology-focused events and forums, we strengthen our ability to innovate, anticipate market shifts, and contribute to talent development.

Partnerships and alliances

We make sure that our customers benefit from cutting-edge innovation by embracing new designations and programs with leading technology providers.

Selected highlights

Partnering with Intel, we've created IntelliTwin: a tech-agnostic platform for facility infrastructure digital twins driven by AI algorithms.

AWS Partner Awards 2023
Rising Star Partner of the Year (CEE)

Cloud, On-premise & Backup

aws · Microsoft · Red Hat · Google Cloud · intel · SEP

Data, Analytics, AI & Security

DATADOG · snowflake · databricks · Couchbase · CONFLUENT · CROWDSTRIKE · ORCA

Vertical Partnerships & Associations

stripe · MAMBU · BlueYonder · here · GRANDFARM · tomtom · COVESA · AUTOSAR

Enterprise Applications

Microsoft · mx mendix · Adobe · ATLASSIAN · bloomreach · papirfly · PandaDoc · contentful

Industry & Market Analysts

Gartner · Everest Group RESEARCH · zinnov · FROST & SULLIVAN · ISG

Participation in associations, clusters, and communities

Intellias collaborates with tech associations around the world to stay connected to industry developments, contribute to joint initiatives, and support regional innovation ecosystems.

These partnerships help us stay connected with local tech ecosystems, drive collaborative innovation, and align with region-specific sustainability, diversity, and digitalization goals.

In 2024, we deepened our engagement in several key markets by contributing to joint initiatives, policy discussions, and talent development programs.

We are currently active in the following associations and communities:

Ukraine
- Lviv IT Cluster
- Kharkiv IT Cluster
- Dnipro IT Community
- Odesa IT Family
- IT Ukraine Association
- Ivano-Frankivsk IT Cluster
- IT Cluster Transcarpathia

Poland
- SoDA

Bulgaria
- Bulgarian Diversity Charter

Croatia
- CroAI

Portugal
- Porto Tech Hub
- Invest Porto

Spain
- Malaga Tech
- Invest Andalucia

Colombia
- Ruta N

Tech events and industry insights

In 2024, Intellias actively participated in leading global industry events to promote innovation, sustainability, and responsible technology adoption across key sectors:

**Lambda World
(Cádiz, Spain)**

Our team joined discussions on functional programming, engaging with global developers and researchers on emerging software trends.

**International
Telecoms Week
(National Harbor, USA)**

Engaged with global telecom leaders on digital infrastructure, AI, and future-forward connectivity.

**Tech 50 Awards
(Pittsburgh, USA)**

Sponsored this regional event recognizing leadership in AI, cybersecurity, and innovation.

**Big Data
Technology Summit
(Warsaw, Poland)**

We presented on AI chatbots, while visitors explored our booth, retro games, and innovation stories.

**DEV.BG All in One
Conference
(Sofia, Bulgaria)**

Through interactive experiences like a car simulator booth, Intellias showcased its innovation-driven culture.

**CES 2024
(Las Vegas, USA)**

Showcased sustainable mobility technologies including EV infrastructure, smart charging, and connected mobility platforms.

**IT Arena 2024
(Kyiv, Ukraine)**

Intellias brought the Real, Not Perfect campaign to life through cultural experiences and startup engagement, showcasing our commitment to authenticity, creativity, and meaningful innovation in the tech community.

**FutureNet World
(London, UK)**

Highlighted telecom automation and AI solutions to support network sustainability and operational efficiency.

**30th ITS World
Congress
(Dubai, UAE)**

Unveiled the Smart Charging Portable Kit, addressing EV charging interoperability and advancing sustainable transport.

Tech events and industry insights

**DOU Day
(Kyiv, Ukraine)**

Intellias introduced a transparent "cube" booth as a metaphor for open communication and joined a panel on the future of the IT industry.

**Devoxx Conference
(Kraków, Poland)**

As a silver partner, Intellias contributed to one of Europe's largest developer gatherings with engaging activities and thought leadershi

**Giving Back: Social Responsibility of Corporate Tech
(Malaga, Spain)**

Intellias co—hosted an event and showcased the commitment to D&I, highlighted substantial support for Ukraine, and presented sustainability analytics platform for zero-emission fleet mobility.

**MWC Las Vegas 2024
(Las Vegas, USA)**

Presented innovations in 5G, AI, and digital transformation to support smarter, greener tech ecosystems.

**Women Techmakers:
Impact the Future
(Medellín, Colombia)**

As a sponsor, Intellias supported the empowerment of women in tech and reflected on the role of technology in driving positive change.

**Porto Tech Hub
Conference (Portugal)**

Intellias presented the Real, Not Perfect campaign, sharing project insights, culture highlights, and career opportunities.

**NRF & AI After Dark
(New York, USA)**

Launched AI for retail solutions, exploring responsible AI use and ROI in digital commerce.

She Is Tech Conference 2024

In 2024, Intellias hosted two major She Is Tech Conferences to promote gender equality in tech. Over 6,000 IT professionals participated globally. The conferences featured nearly 100 speakers from 13 countries: India, the US, the UK, Portugal, Spain, Poland, Ukraine, Italy, France, Croatia, Bulgaria, Finland, and Malaysia.

The events focused on leadership, inclusive workplaces, and community building, offering open discussions and practical workshops led by women leaders and specialists in technology, recruitment, career development, employee experience, and talent management.

To maintain engagement throughout the year, Intellias created the She Is Tech Hub — a community with over 2,000 members that offers networking opportunities, exclusive content, interactive quests, and rewards such as mentorship sessions. The community helps members stay connected and share knowledge, and it inspires women to grow in tech.

Additionally, the She Is Tech community hosted seven webinars with over 1,000 attendees and led by industry experts and EDI advocates, covering topics such as salary negotiation, inclusive recruitment, authentic leadership, and career growth.

Intellias received top recognition in the Indian CSR Awards 2024 for the company's She Is Tech initiative.

❙ DATA SECURITY

At Intellias, protecting client and employee data is essential to building trust, maintaining compliance, and ensuring business continuity. As a global IT company, we view data security as a core ESG priority.

Our approach is guided by **ISO 27001–certified** processes, privacy compliance, and **TISAX** requirements.

In 2024, Intellias reached three significant milestones by
- obtaining TISAX Assessment Level 3 certifications for its locations in Kraków, Poland,
- Wolfsburg, Germany,
- completed recertification of the Lviv office in accordance with TISAX Assessment Level 2 requirements.

These certifications confirm our ability to meet the highest information security standards, especially in managing sensitive automotive data and prototype components.

We maintain strict controls across our operations, including data encryption, access management, secure software development, and incident response planning. Data security is overseen by our internal security and compliance teams and reinforced through regular audits and risk assessments. Our data security practices also undergo continuous monitoring.

In 2024, we recorded zero significant data breaches and successfully passed external audits confirming our ISO 27001 compliance.

At Intellias, information security is reinforced through by regular updates and mandatory training. A monthly security digest keeps employees alert to emerging threats, policy updates, and trends—covering topics from unlicensed software to skills shortages. All employees complete annual privacy awareness training with testing, while targeted sessions are held for technical and client-facing teams.
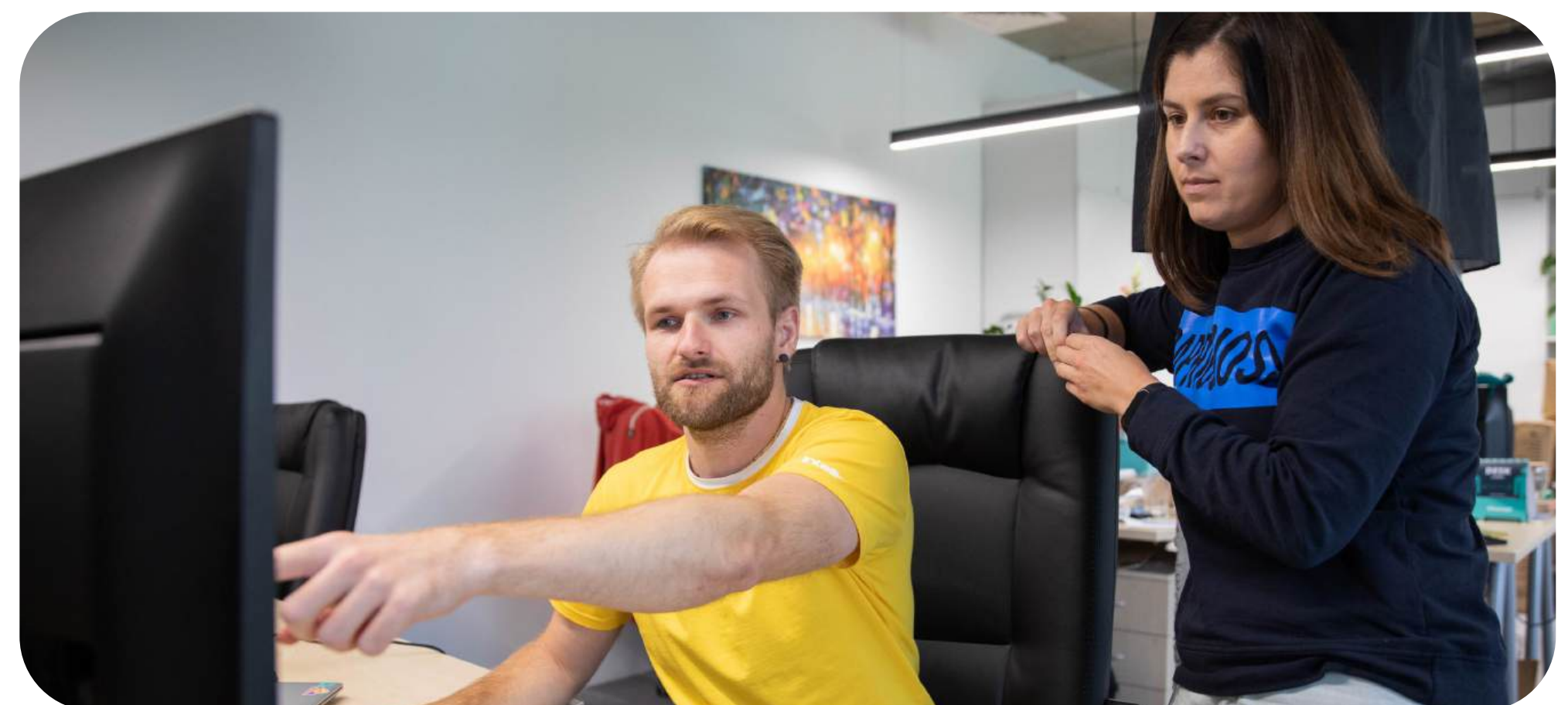
❙ RESPONSIBLE AND ETHICAL USE OF AI

At Intellias, we view artificial intelligence as a powerful enabler of business transformation. But we also recognize the ethical, legal, and societal risks that come with its adoption. That's why we take a proactive, structured approach to building and governing AI solutions, ensuring that they are transparent, fair, and aligned with international standards.

In 2024, we strengthened our responsible AI services and earned international recognition for our ethical AI solutions.

Our Corporate Policy on Generative AI sets clear guidelines for responsible AI use, privacy, security, and regulatory compliance, including alignment with the evolving EU AI Act. This policy applies across internal projects and client solutions.

In 2024, we launched the AI Engineering Productivity Cookbook — a practical guide for developers using AI-powered tools such as GitHub Copilot Business, Amazon CodeWhisperer, and Tabnine. This guide, developed through real-world pilot projects, provides actionable methods for integrating AI into workflows, including code generation, documentation, and refactoring.

We also introduced IntelliCopilot in 2024 — our proprietary AI-powered development assistant designed to boost engineering productivity. Built in line with responsible AI principles, IntelliCopilot integrates into major IDEs and supports developers with real-time code generation, documentation, and test creation. Unlike generic solutions, it is fully customizable and secure by design and ensures data privacy, offering control over data use, performance, and compliance while improving developer efficiency by up to 25%.

Intellias won bronze in the Best Deployments – Artificial Intelligence category in the Globee Business Awards 2024

Our **People**

At Intellias, people are at the center of everything we do, from shaping our values to driving innovation. In a competitive global environment, we invest in building a culture that prioritizes well-being, inclusion, continuous learning, and shared purpose.

Our culture is built on a foundation of key values. Until the end of 2024, we had five of them and at the beginning of 2025 we introduced an update that reflects our commitment to remain human-centered company no matter what.

This chapter outlines how we support our teams through safe and flexible work conditions, mental health programs, growth opportunities, and employee-led communities.
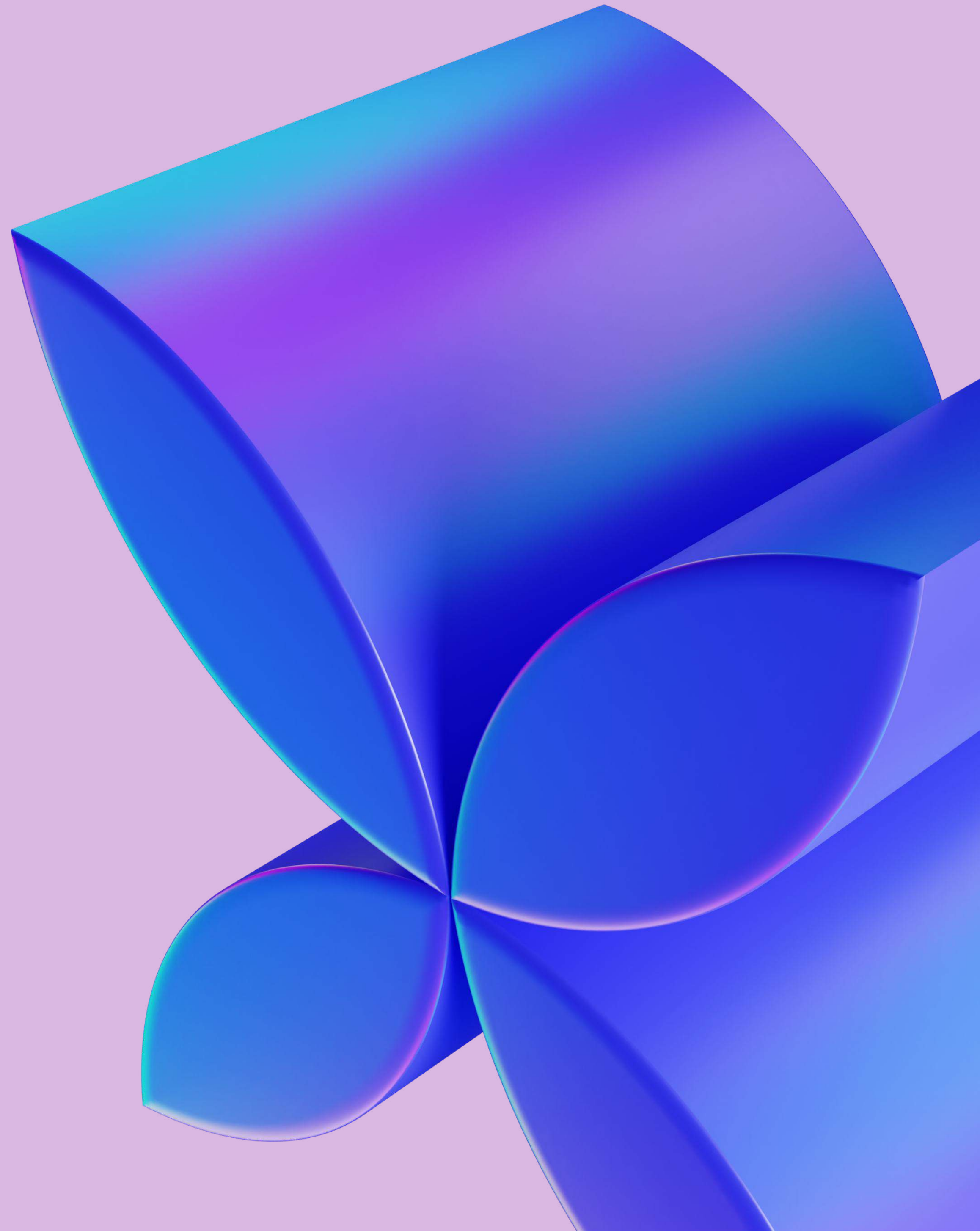
❙ OUR APPROACH TO MANAGING PEOPLE

We promote diversity, equity, and inclusion (DEI) by ensuring equal opportunities, fair treatment, and access to growth across all regions and job levels. Our progress is monitored through disaggregated data by gender and job role, while Employee Resource Groups (ERG) help us cultivate belonging and representation. In 2024, we also updated our standalone policies on ethical labor and fair treatment to better align them with international directives and regulations.

Employee well-being remains a top priority. We continue providing flexible work arrangements, psychological safety resources, and a supportive remote-first culture. This includes offering comprehensive physical and mental health support, balanced workloads, and ergonomically safe workspaces.
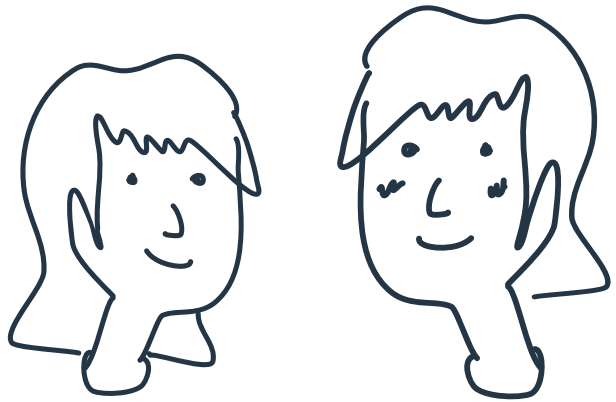
To foster continuous growth, we invest in career development, offering access to reskilling, upskilling, mentorship, and clear internal mobility paths. Employees are encouraged to grow vertically or transition across roles or domains through structured learning and project flexibility.

We maintain multiple employee feedback mechanisms — including surveys, one-on-ones, and focus groups — to ensure all voices are heard and to continually improve the employee experience.

A Intellias, we foster a culture of partnership.

We care about people and respect each other.

We will never back down on that no matter how fast we grow. What's important to us is attention to individuals, not do-it-like-this processes. Whether we succeed or fail, learn or mentor, start new journeys or reach new heights, we make sure to keep our human touch. We are sincerely committed to making everyone feel welcome, connected, and heard. This is the environment in which Intellias tech solutions are born.

Employee satisfaction

2021	**91%**
2022	**94%**
2023	**97%**
2024	**97%**

TEAM COMPOSITION

Governance bodies (director+)	2021	2022	2023	2024
Gender male	87.8	87.3	75.7	77.4
Gender female	12.2	12.7	24.3	22.6
Age group 18-24	0	0	0	0
Age group 25-44	92.7	76.3	70	70.2
Age group 45+	7.3	23.7	30	29.8

Employees management (management track)	2021	2022	2023	2024
Gender male	60.2	56.9	52.6	52.8
Gender female	39.8	43.1	47.4	47.2
Age group 18-24	2.9	1.3	0.3	0.3
Age group 25-44	91.6	91.2	89.4	87.8
Age group 45+	5.5	7.5	10.3	11.9

| Employees per employee category (all)	2021	2022	2023	2024
Gender male	72.1	72.7	72.1	72.7
Gender female	27.9	27.3	27.9	27.3
Age group 18-24	12.2	11.1	7.4	5.3
Age group 25-44	83.7	83.8	86.9	88.4
Age group 45+	4.1	5.1	5.7	6.3

*data reflects the status as of December of each reporting year, %

WORK CONDITIONS

At Intellias, we are committed to fostering a safe, healthy, and inclusive work environment that supports the physical, psychological, and social well-being of our people. Aligned with international standards our approach covers occupational safety, hybrid work flexibility, mental health support, and access to preventive health services. We view working conditions as an essential aspect of our social responsibility and a key material ESG topic.

Our approach to ensuring comfortable, safe, and inclusive working conditions is guided by a set of internal Policies, including our Health and Safety Policy, Modern Slavery and Human Trafficking Statement, Rules of Office Conduct, and Responsible Parenthood Policy. These frameworks help us uphold ethical standards, protect employee well-being, and promote a respectful and supportive workplace culture.
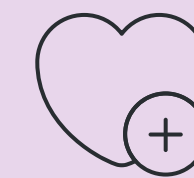
While the IT industry typically involves low physical risk, we proactively address ergonomics, mental health, and overall work–life balance across all Intellias locations.
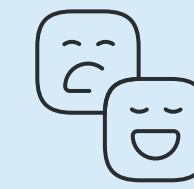
MENTAL HEALTH AND WELL-BEING
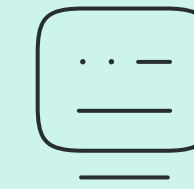
HYBRID WORK AND FLEXIBILITY

HEALTH AND SAFETY IN THE WORKPLACE

Hybrid work and flexibility

We promote a culture of flexible scheduling that empowers employees to manage their time while ensuring alignment with project goals and team coordination. In agreement with their managers, specialists can adjust their start and end times based on personal needs and workload. This approach supports autonomy and productivity.

To support work–life balance, monthly working time is expected to range between 90% and 110% of the agreed norm, inclusive of vacation and sick leave.

Overtime is permitted only in exceptional cases with prior managerial approval and is compensated in accordance with local labor legislation and employment terms.

We embrace a hybrid workplace model that reflects the diverse needs and lifestyles of our global team. Depending on their role and location, employees can work fully remote, partly remote, or full-time from the office.

Health and safety in the workplace

We maintain ergonomic and accessible office spaces that comply with local health and safety regulations, ensuring proper lighting, ventilation, ergonomic furniture, and emergency procedures.

To protect employees from accidents, hazards, and emergencies at the workplace, we have elaborated workplace safety guidelines, including fire safety regulations, job safety rules for working with a personal computer or laptop, and first aid instructions. We regularly conduct health and safety training where applicable and provide resources for first aid and evacuation.

Mental health and well-being

As part of our commitment to employee well-being, Intellias offers flexible health support options tailored to individual needs

Name of Program	% of total workforce
Total for all well-being programs	36.7%
Corporate doctor program	50.7%
Seasonal immunity support	38.5%

In 2024, we launched **IntelliWell** — our internal care platform focused on well-being across four key areas: mental health, physical activity, social connection, and workplace environment.

As part of our localized approach, we prioritized mental health support for our team in Ukraine, recognizing the ongoing impact of war-related stress. The pilot initiatives launched in Ukraine will serve as a foundation for scaling similar support in other regions in the coming years.

As part of this program, we:

- **Launched a Sports Community** to connect employees through physical activity

- Created **WellCasts** — an internal podcast featuring conversations with colleagues about well-being

- Organized a corporate **bike tour and participated in public running events**

- Introduced a dedicated line of corporate **sportswear merchandise**

These initiatives helped foster connection, motivation, and balance in a hybrid work environment.

Additionally, through IntelliCare, our psychological support program, a total of **1,270** therapy sessions were conducted in 2024, providing employees with confidential access to licensed psychotherapists and mental health professionals.

EQUITY, DIVERSITY, INCLUSIVITY

At Intellias, EDI is not just a policy — it's embedded in our culture, shaping how we innovate, grow, and build a workplace where everyone can thrive. We believe true sustainability means creating equal opportunities for all, celebrating diversity, and fostering inclusion in every aspect of our business.

27%
Intellias employees identify as women

47%
management positions are held by women

4%
employees are veterans

2%
employees identify as having a disability

93%
Employee satisfaction with our EDI policy

93%
employees believe EDI is part of our everyday culture

INDEX
УКРАЇНСЬКИЙ ІНДЕКС КОРПОРАТИВНОЇ РІВНОСТІ

Intellias ranked Top Employer in the Corporate Equality Index by Fulcrum NGO

IoTSlammys
»AWARDS«

Intellias named DEI Company of the Year at the IoT Slammys

Training and development

In 2024, Intellias delivered over 100 hours of equity, diversity, and inclusion (EDI) training for employees, leadership, and external communities.

Key programs included:

- unconscious bias
- inclusive leadership
- anti-harassment
- diversity in recruitment

All were aimed at fostering an equitable and respectful workplace. Specialized sessions supported veteran integration and accessibility, including on-site trainings at our offices. Pride Month awareness workshops further promoted inclusivity and allyship.

Policy enhancements and human rights commitments

In 2024, Intellias further strengthened the company's human rights framework by revising the Code of Conduct and key EDI-related policies to enhance protections against discrimination, harassment, bullying, and labor rights violations.

Updated policies cover:

- Anti-harassment
- Anti-bullying
- Anti-slavery and human trafficking
- Diversity recruitment and hiring
- Gender equality and equal opportunity
- Family-friendly practices
- Veterans support

These revisions reinforce our commitment to creating a safe, equitable, and inclusive workplace. Importantly, compliance requirements now extend beyond employees to contractors, partners, and job candidates, broadening the impact across our ecosystem and promoting responsible business conduct throughout our value chain.

Our EDI strategy focuses on four critical pillars that align with our values and social responsibility goals.

Gender equality and women's empowerment

Promoting equal representation and leadership opportunities.

Family-friendly practices

Supporting employees through flexible work, parental support, and well-being initiatives.

Veteran support

Providing tailored programs to help veterans successfully transition and grow in tech careers.

Accessibility and inclusion

Ensuring our workplace and processes are barrier-free for people with disabilities and diverse backgrounds.

Our EDI efforts are driven by four key types of projects:

1. Trainings to enhance awareness of diversity and inclusion among our workforce

2. Data extraction to analyze trends, assess results, and improve EDI strategies

3. Building an inclusive internal infrastructure to ensure that our organizational framework supports inclusivity at all levels

4. Engaging with external partners and communities to promote EDI initiatives, creating meaningful change and actively involving diverse groups

Family-friendly environment

In 2024, Intellias reinforced the company's commitment to supporting employees and their families, fostering a family-friendly culture that remains a key pillar of our values and an important factor in attracting and retaining talent.

- *Support for parents and newborns*

  We provide compensation for prenatal care, covering medical examinations and diagnostics for expectant mothers. And for new parents, we reimburse healthcare expenses related to newborns during their first year depending on location, with increased allowances for twins or triplets. Additionally, all employees with newborn children receive care packages containing essential items for their babies.

- *Lactation rooms*

  In 2024, we opened fully equipped lactation rooms in our Kyiv and Lviv offices to provide a comfortable and private space for breastfeeding mothers. These rooms include all necessary furniture and amenities to support mothers returning to work.

During 2024, our employees submitted 72 requests for prenatal support, and our newborn healthcare service supported 116 infants during their first year. Parents used the children's room service 1,667 times, and 72 Intellias specialists went on maternity leave.

Maternity leave (ML) statistics as of end of 2024

Employees on ML	72
Total number of returns from maternity leave, including exits	47
Retention rate of employees on ML	80.9%
Attrition rate of employees on ML	19.1%

Gender diversity and women's empowerment

Intellias actively advances gender equality by embedding the Women's Empowerment Principles (WEPs) to offer inclusive policies, flexible work options, and career opportunities.

- *Progress and impact*

  Since signing the WEPs in 2021, Intellias has committed to systematically reducing gender inequality in tech. The WEPs Gender Gap Analysis Tool shows growth from 14% (2021) to 83% (March 2025) implementation of the principles across leadership, management, workplace conditions, and community engagement. This includes development of the She Is Tech internal community and the She Is Tech global conference, with a separate community and web platform.

- *Awareness campaigns*

  Through focused campaigns, we raise visibility turning global movements into meaningful local action. These initiatives create space for dialogue, recognition, and solidarity across our community.

Pink October

A campaign to raise awareness about breast health, including the IntelliMorning on Breast Cancer Awareness and a joint IntelliWomen x She Is Tech meeting with a charitable walk and run

16 Days of Activism against Gender-Based Violence

A global campaign supported internally to bring attention to the issue of violence against women and girls

IntelliSHEroes

Our annual awareness campaign dedicated to highlighting the stories of inspiring women at Intellias. We take pride in every woman — specialists, defenders, mothers — and believe that women's stories should be heard loud and clear.

- *Childcare facilities*

Our larger offices continue to offer childcare rooms staffed by professional babysitters, enabling parents to work with peace of mind while their children are safely cared for. These facilities have been particularly valuable for employees who have relocated with their families during challenging times. Parents used the children's room service 1,667 times in 2024.

- *IntelliParents community*

The IntelliParents community helps employees balance parenting and work by providing a supportive space for sharing experiences and learning from experts. In 2024, the community held multiple online webinars and an offline conference covering topics including children's well-being, digital safety, nutrition, and support for kids affected by war. Over 300 employees participated, making it a key resource for family support at Intellias.

Intellias has earned a score of 25 out of 25 points and the Friendly Workplace 2024 award by Markapracodawcy.pl.

Accessibility and inclusion

At Intellias, we are committed to creating an inclusive and accessible environment across all our workplaces, ensuring equal opportunities for people with disabilities and minorities throughout the employment lifecycle.

In 2024, we conducted a company-wide inclusivity and accessibility audit to improve barrier-free access and comfort for employees and visitors at Intellias offices worldwide. We continue implementing the audit's recommendations to make our spaces more inclusive.

UnSEEn Inclusivity Days

The UnSEEn Inclusivity Days initiative included a Disability Inclusion and Accessibility Workshop led by experts and engaging activities such as a unique movie night with audio descriptions, an interactive dark tour, and a touchable art exhibition in collaboration with a local museum. These events deepened our team's understanding of inclusion and celebrated the International Day of Persons with Disabilities. Additionally, our Art Point gallery hosted the "United by Valor" exhibition, showcasing art created by wounded soldiers to support veteran rehabilitation.

CORPORATE ENGAGEMENT AWARDS — Bronze at the UK Corporate Engagement Awards

BUSINESS AWARDS UK — Top Diversity and Inclusion Initiative at the Corporate Social Responsibility Awards

ПРЕМІЯ HR-бренд УКРАЇНА — Highest award in Diversity & Inclusion from HR-Brand Ukraine

Veteran support

In 2024, Intellias significantly advanced its veteran support program as a key pillar of the company's equity, diversity, and inclusion efforts. Recognizing the unique challenges faced specifically by employees returning from military service in Ukraine, we continue developing a comprehensive and supportive environment to ensure smooth reintegration and career growth.

Our initiatives are executed by a cross-functional team trained by experts from the Veteran Hub organization and include:

- personalized return-to-work plans
- ongoing psychological and medical support
- mentorship programs
- Military Buddy Program
- IntelliVeterans community

To promote veteran inclusion beyond our walls, we have led training sessions for other IT companies, participated in over 30 industry events, and collaborated with partners to develop best practices for recruiting and retaining veterans.

In recognition of our dedication to fostering an inclusive, barrier-free environment in which veterans thrive, Intellias has been honored with the Veteran Friendly Company award by Veteran Hub.

Our commitment extends to creating accessible workplaces with inclusive facilities and supporting veterans' rehabilitation efforts through partnerships and fundraising. In 2024, we opened the Wall of Honor initiative and started a daily moment of remembrance to honor colleagues lost in the war.

GROWTH AND DEVELOPMENT

At Intellias, we view employee development as a shared responsibility and a strategic priority. Guided by our growth mindset, we believe that learning is continuous, challenges are opportunities, and professional growth drives both individual and company success. We invest in continuous learning, upskilling, and career mobility to help our people grow alongside our company.

Following from our growth mindset, we have built a skill-based organization. We emphasize the skills, abilities, and knowledge of individual employees rather than traditional job roles or hierarchies. Intellias employees contribute with their unique skill sets and capabilities in a dynamic environment.

The Intellias development approach is supported by structured frameworks such as Career Hub, Fuel50, and Skills Hub, which enable employees to track their progress, explore new roles, and build future-ready competencies. By offering equal access to learning opportunities and aligning professional growth with evolving business needs, we foster long-term employability, engagement, and innovation across our teams.

CAREER DEVELOPMENT

We allow everyone to manage their own career growth and development. All opportunities are collected in one place — **Career Hub** — and are available to all specialists in the company. Career Hub offers:

81%

employees took advantage of one or more internal and/or external educational opportunities offered by Intellias in 2024

15.9

hours in average, Intellias specialist spends on learning & development per year

Professional Growth

Growth consultation, performance assessment, promotion check, skill check, mentorship, e-learning account, trainings, engineering upskill program)

Talent Mobility

Rotation, relocation, and more

Employee participation in educational opportunities

2022	2023	2024
74%	74%	81%

Offer my Services

Employees can apply to become speakers, mentors, and experts in Centers of Excellence)

Language Learning

English school, speaking club, individual learning sessions
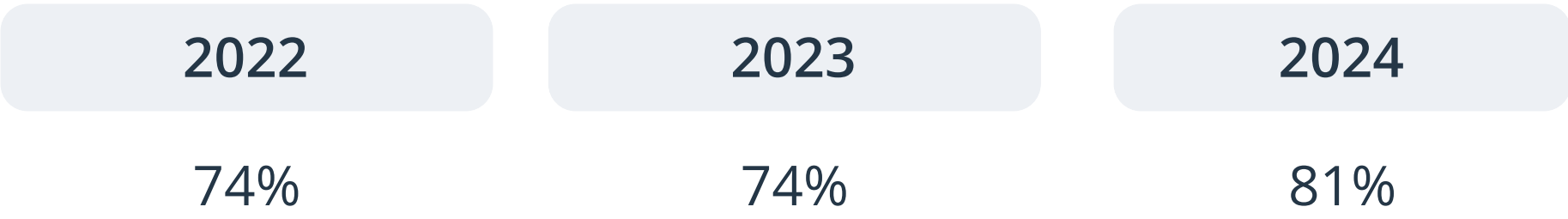
Specialists used at least one learning opportunity in 2024

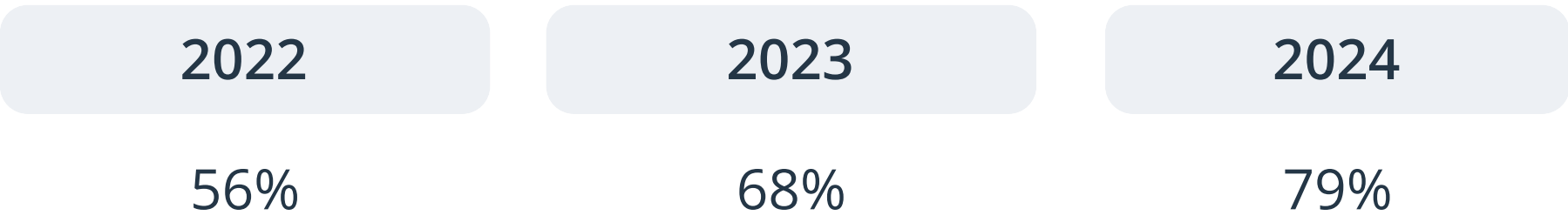| Female specialists	85%
Male specialists	79%

Assessments & Skill Checks

79%

of employees took advantage of career development opportunities (competency assessment, skills check, performance and collaboration evaluation).

Percentage of employees who used career development opportunities

2022	2023	2024
56%	68%	79%

Specialists took advantage of career development opportunities in 2024

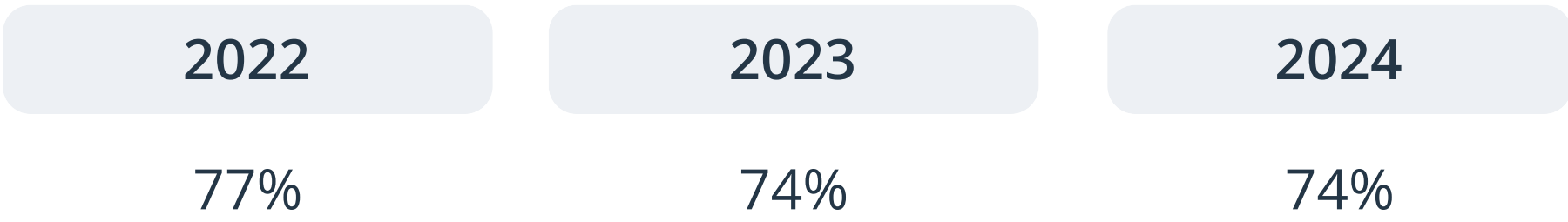Female specialists — **84%**

Male specialists — **77%**

Performance Evaluation

74%

of employees received regular performance and career development reviews, called PACE: Performance and Collaboration Evaluation.

Percentage of specialists who underwent performance evaluation

2022	2023	2024
77%	74%	74%

Specialists went through this evaluation in 2024

Female specialists — **73%**

Male specialists — **77%**

E-learning

All employees can request free access to global education platforms (including Udemy, Coursera, and O'Reilly).
In 2024, 58% of employees used this opportunity.

Percentage of employees accessing education platforms

2022	2023	2024
24% employees	54% employees	58% employees

Mentorship

Intellias employees can also improve their skills and get assistance with transitioning to new roles through the IntelliMentorship Program. Working as a mentor helps team members structure their own knowledge and strengthen soft skills.

Number of IntelliMentorship program pairs

2022	2023	2024
130 pairs	205 pairs	275 pairs

Centers of Excellence

To accumulate and share best practices as well as to develop and improve processes within the company, Intellias is developing Centers of Excellence (CoEs). They support the development of technical and consulting skills through knowledge sharing and tailored assistance. In 2024, CoEs processed **3,552 requests** related to consulting, evaluation, training, and preparation for new roles.

Leadership development

We offer structured leadership training for new and existing leaders. In 2024, **50 leaders completed** our flagship Leading a Team program, which covers topics such as emotional intelligence, communication, and team dynamics.

Educational programs

Our educational programs support upskilling and reskilling in across various roles and levels within the organization, including:

Technical upskilling

13 programs

510+ participants

Key focus: automotive standards, systems, AI

Leadership and soft skills

9 programs

420+ participants

Key focus: team management, agility, communication

Delivery excellence tracks

3 programs

100+ participants

Key focus: scaling, coordination, business readiness

Language learning

Intellias's internal language school offers structured training in English and other languages. In 2024:

676

employees took part in English programs

215

employees studied German, Polish, and other languages

Courses support language proficiency (A1–C1), cross-cultural communication, and career development.

TECH SOLUTIONS FOR PEOPLE MANAGEMENT

As a tech company, we don't only offer efficient and modern solutions to support talent management and development but also pioneer and implement best practices.

Skills Hub: Empowering talent visibility and growth

In 2024, we created Skills Hub, an internal platform designed to support professional development, enhance talent visibility, and strengthen organizational agility. It enables employees to document, assess, and regularly update their competencies — including technologies, industries, skills, and languages — helping them stay visible for new internal opportunities and business development needs.

Key features and objectives:

Skills Hub is integrated with Fuel50 to ensure consistency with official role matrices and promotional criteria while offering space to reflect additional knowledge beyond formal evaluations. It serves as a strategic tool for employee resilience and mobility, especially during shifts in the IT market.

| Skill self-assessment	Managerial insight	Talent discovery
Employees can add, review, and confirm their expertise quickly and intuitively.	Enables informed decisions around training, rotation, and promotion through clear skill tracking.	Profiles are visible to internal teams to support staffing, rotation, and proposal development.

IntelliAssistant

IntelliAssistant is a self-service digital assistant created by the Intellias team and powered by OpenAI. It is seamlessly integrated into MS Teams — a platform that Intellias employees use for day-to-day work communication. IntelliAssistant is the go-to AI copilot for professional growth, sales support, emergency communication, and more. It is also a personal AI assistant that knows everything about Intellias and is ready to help.

IntelliAssistant

Hello there. How can I help?
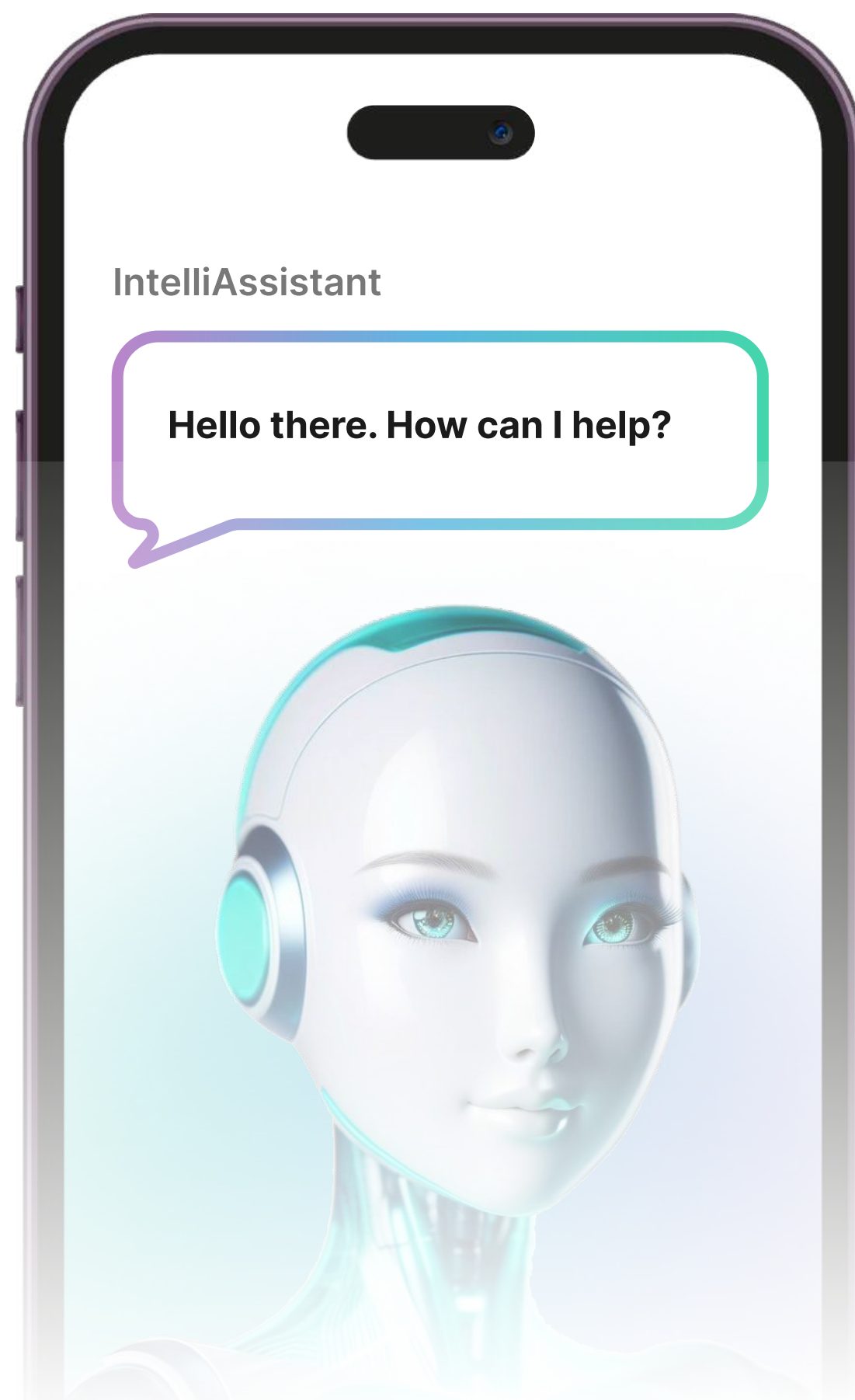
Emergency Alert Tool

As part of IntelliAssistant, the Emergency Alert Tool collects information in case of emergency situations in any country. We programmed this bot to send emergency surveys about the location and condition of specialists. The decision to send messages is made by the emergency alert group, which constantly monitors emergency situations. When the group decides to declare an emergency, an administrator sends a message. The tool allows them to select a region, city, or combination of region and city for targeted notifications.

The bot sends a message to employees who are in the vicinity of the emergency, and they can report their status by choosing from two options:

I'm safe — if the specialist is not injured and is relatively safe.

I need help — if the employee, their loved ones, or their home was damaged due to the emergency and they need help.

We have used this IntelliAssistant functionality during rocket strikes in Ukraine, floods in Poland, massive fires in Portugal, and other extreme situations.

AI assistant for career development

One of the functions of IntelliAssistant is supporting employees in their professional development by:

| Providing information about all learning opportunities at Intellias | Helping specialists learn independently by offering educational resources and internal corporate platforms to track learning progress | Providing clear and simple instructions on how to use internal corporate platforms, such as finding a mentor | Helping specialists find corporate information and use it in accordance with company policies |

IntelliAssistant also provides support in various recruitment and HR processes. It can help with organizing documentation, screening CVs, and more.

Best Chatbot Platform 2024 according to AI Breakthrough Awards

AI/ML Solution of the Year category according to IT Europa Channel Awards

Key results of IntelliAssistant

One of the functions of IntelliAssistant is supporting employees in their professional development by:

3K+	**1879**	**275**	**3-5**
unique users	daily interactions	monthly interactions	second answer speed

The bot is primarily used for emergency requests (50% of total requests), knowledge base enquiries (30%), and requests related to professional growth (20%).

| PROFESSIONAL COMMUNITIES

By the end of 2024, Intellias supported 29 active professional communities across three main areas: engineering, business, and social.
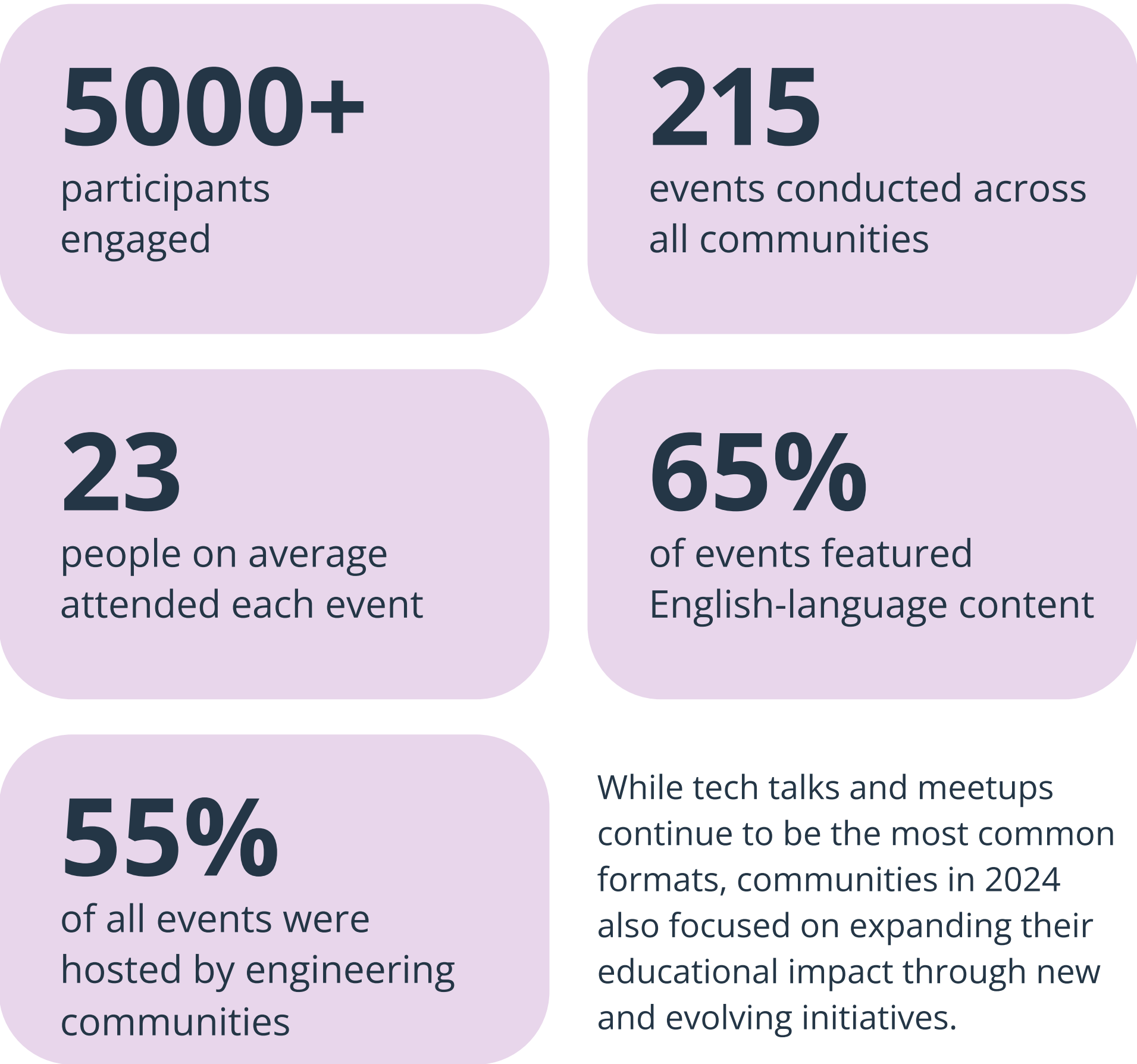
Key highlights from the year:

2 **Architectural Kata challenges:** practical case-based competitions driving architectural thinking and collaboration

2 **delivery management sessions:** peer storytelling formats for reflection and learning

5 **Agile Hub meetups** for managers: focusing on Agile leadership practices and continuous improvement

These communities continue to be spaces for knowledge-sharing, cross-functional learning, and peer support, and are open to everyone in the company regardless of role, location, or seniority.

Throughout the year, these communities served as platforms for both structured professional development and informal exchange, helping Intellias talents grow personally and professionally.

Community engagement in numbers:

5000+ participants engaged

215 events conducted across all communities

23 people on average attended each event

65% of events featured English-language content

55% of all events were hosted by engineering communities

While tech talks and meetups continue to be the most common formats, communities in 2024 also focused on expanding their educational impact through new and evolving initiatives.

❙ INTERNAL REWARDS AND RECOGNITION

At Intellias, recognition is a key part of how we foster engagement, motivation, and a sense of belonging. Through structured and transparent reward programs, we celebrate contributions that go beyond job responsibilities — reinforcing our values, strengthening our culture, and supporting long-term employee satisfaction.

Intellias Vision Award

In 2024, we launched the Intellias Vision Award. This award is intended to be an annual celebration of those driving success and shaping the future by bringing Intellias's vision and values to life. It honors drivers of innovation, growth, client success, and empathy, spotlighting the incredible contributions of our talented team.

IntelliPerson

In 2024, we also launched the IntelliPerson program. Available to all Intellias specialists, it aims to recognize and celebrate contributions to Intellias's success. The program is run in annual cycles, allowing colleagues to monitor their contributions, track points earned for doing activities outside their work responsibilities, and get rewards, fostering a culture of recognition and engagement.

The IntelliPerson program includes five streams:

Centre of Excellence

Business Development

Communities

Growth and Development

Employer Brand

Each stream offers a list of recognition opportunities, such as becoming a speaker for conferences, leading a community, and joining social initiatives. Different activities are worth different numbers of points, depending on their complexity and impact.

Key takeaways of 2024:

785
Contributors

6071
Contributions made

11 786
Total points earned by contributors

21
Activities in the program

I EMPLOYEE RESOURCE GROUPS

Throughout 2024, we continued to promote activities to engage, retain, recognize, and energize our employees. We encourage our employees to be themselves at work and to help create an inclusive, open workplace where everyone can thrive.

We believe that a diverse and inclusive workplace is essential for innovation and employee satisfaction. Our Employee Resource Groups (ERGs) play a vital role in empowering employees to connect, share experiences, and promote understanding across different dimensions of diversity, including gender, family status, and veteran identity.

At Intellias, we support four active communities:

- **She Is Tech,**
- **IntelliParents,**
- **IntelliVeterans,**
- **IntelliVolunteers.**

These ERGs provide platforms for employees to voice their perspectives, participate in regular meetings and events, engage in community outreach, and contribute to initiatives that enhance our workplace culture.

She Is Tech

Created in 2021, She Is Tech (formerly IntelliWomen) is an ERG for women at Intellias that offers a safe and empowering space for professional and personal development. Through regular internal events and global webinars, the community promotes mentorship, leadership growth, and awareness on topics important to women in tech. By the end of 2024, She Is Tech united over 400 members, representing about 50% of all women at Intellias. During the year, regional meetups have happened in Ukraine, Spain, Portugal, Poland, and India. The community also raised over $7,000 to purchase 50 sets of uniforms for women serving in the Armed Forces of Ukraine.

IntelliParents

The IntelliParents community supports employees in navigating parenting while balancing work and personal life. In 2024, the community organized a range of online webinars, educational activities, and an offline conference on parenting in the IT industry. Topics included children's emotional well-being, digital safety during wartime, healthy nutrition, talent development, and support for children affected by war. Over 300 participants engaged in IntelliParents activities throughout the year, making it a valuable space for connection, learning, and support.

IntelliVeterans

IntelliVeterans brings together employees who have returned from military service, creating a space for shared experiences, peer support, and reintegration. The community helps veterans navigate the transition back to civilian and professional life while promoting awareness and appreciation of their service. The focus in 2024 was on ongoing support through the IntelliVeterans community chat, where veterans can request help, share advice, and access information.

❙ RESPONSIBLE EMPLOYER BRANDING

The Real, Not Perfect campaign by Intellias is an innovative employer branding initiative that challenges conventional tech industry stereotypes by showcasing the authentic, unfiltered lives of Intellias employees. Rather than relying on polished corporate imagery, the campaign aimed to capture candid moments from employees' daily lives.

To do this, Intellias distributed 70 disposable film cameras to team members across Ukraine, Croatia, Portugal, Poland, Colombia, India, Spain, and Bulgaria. Participants were encouraged to take snapshots during work and in their private lives, and the campaign resulted in over 2,000 genuine photographs. These images were compiled into a video montage that garnered significant attention, amassing four million views and nearly six million impressions.

Our Planet

As a digital services company, Intellias has a relatively small direct environmental footprint, yet we fully acknowledge the urgency and complexity of the climate crisis. We believe that every contribution matters, and we are committed to doing our part through practical, meaningful actions.
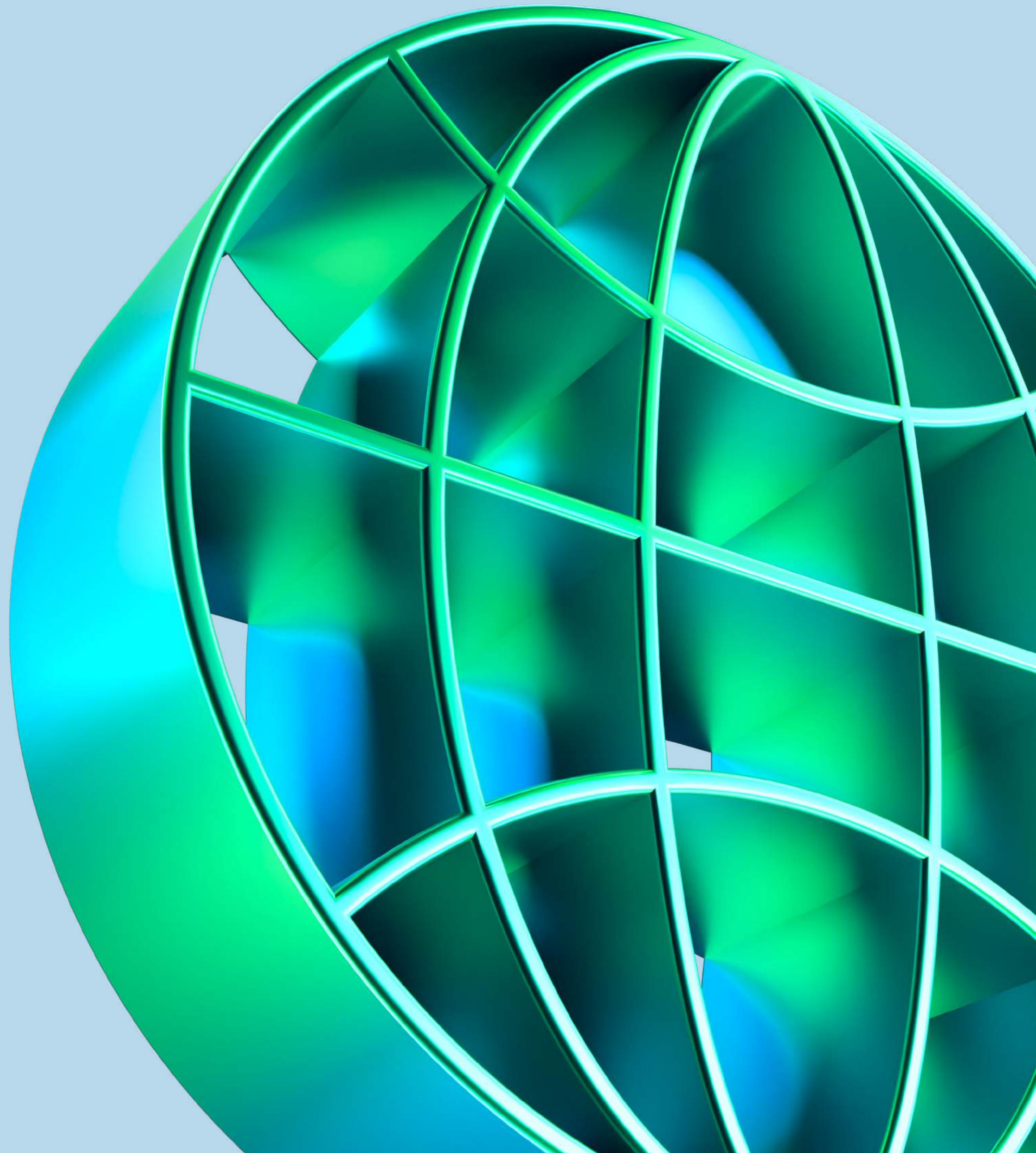
Our environmental efforts follow a threefold approach:

Minimizing the impact of our facilities

Engaging employees and communities in building greener cities and lifestyles

Embedding sustainability into our solutions and client collaborations

Our environmental activities are guided by the **Intellias Environmental Policy**, which sets out principles, goals, and key directions for minimizing environmental impact and promoting sustainability. The policy aligns with **ISO 14001:2015**, national and international regulations, and client expectations, serving as the foundation of our **Environmental Management System** and continuous improvement approach.

11 SUSTAINABLE CITIES AND COMMUNITIES

Guided by our commitment to **SDG 11 — Sustainable Cities and Communities** — we focus on areas where we can drive the greatest positive change.

KEY MILESTONES OF 2024

Intellias successfully passed **ISO 14001:2015** recertification in 2024, confirming the presence of a robust and reliable environmental management system that is fully implemented and operational.

In 2024, Intellias also achieved a **Carbon Disclosure Project (CDP)** Climate Score of C, marking a two-level improvement from our previous score of D. This is a significant milestone, as our score now aligns with the global average for the IT and Software Development sector (C), reflecting our ongoing progress in climate transparency and performance.
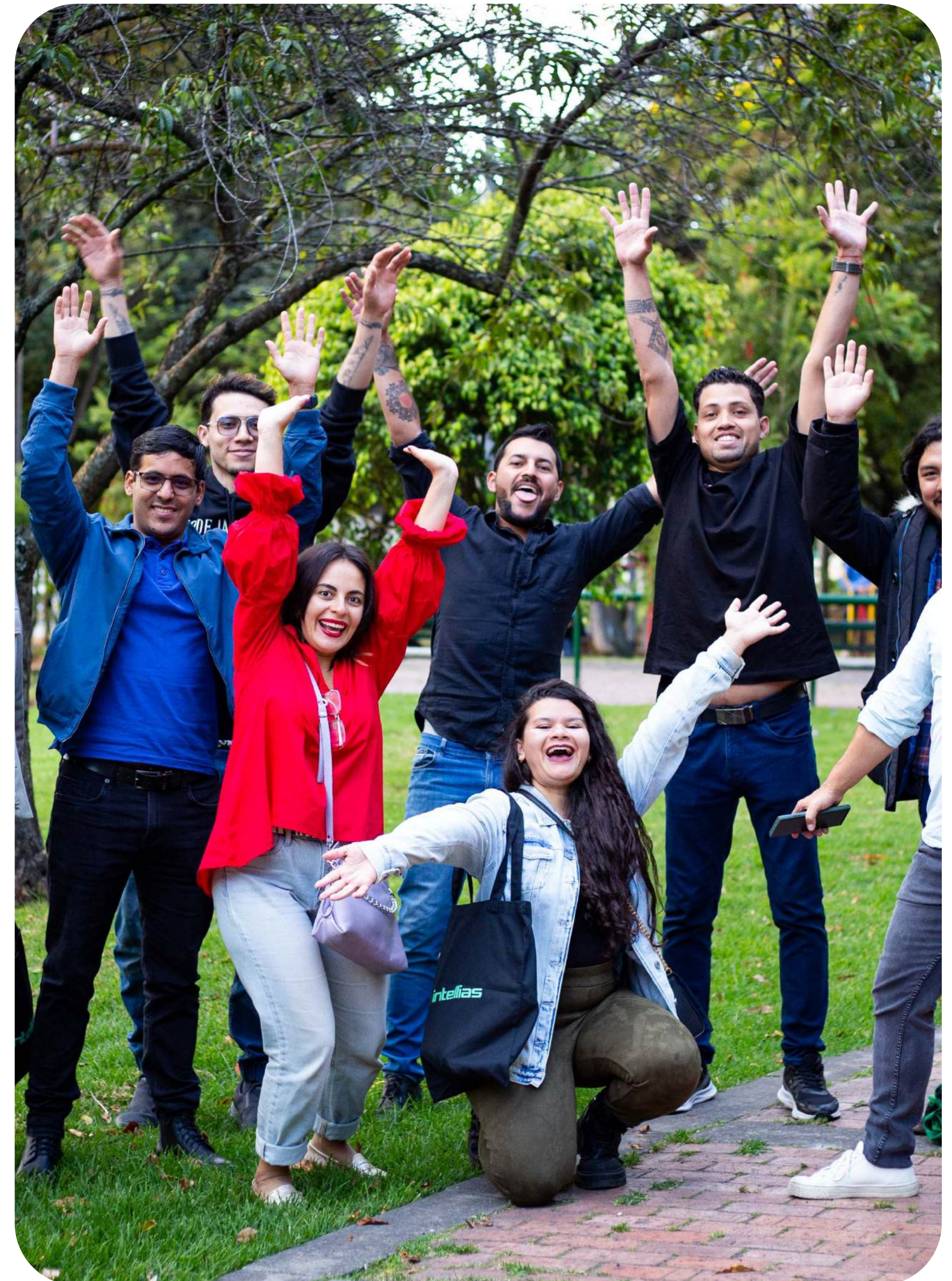
▍GREEN OFFICE PRACTICES

Our offices are where we spend much of our time and represent a significant portion of our resource consumption. As such, optimizing operations in these locations is a core part of our sustainability strategy. We focus on reducing our environmental impact by addressing Scope 1 (direct) and Scope 2 (indirect) greenhouse gas emissions through targeted energy management, waste reduction, sustainable procurement, and employee engagement.*

Energy efficiency

We are improving energy efficiency across all our office spaces by installing energy-saving LED lighting (supported by a co-funded retrofit program in one of our rented offices), equipping spaces with motion sensors to reduce unnecessary energy use, and developing plans to transition to renewable energy sources where feasible.

Metric	2023	2024
Total energy consumption (kWh)	634 318	601 788
Percentage of electricity from renewable sources	8%	8%

Waste management

Waste generated in our offices primarily consists of paper and general office refuse. To minimize landfill waste, we have implemented recycling bins at all office locations.

Metric	2024
Waste generated across all office locations (metric tons)	99.69
Waste diverted from disposal (metric tons)	44.41
Minor non-standard and potentially hazardous waste generated (mostly batteries, metric tons)	1.132
Minor non-standard and potentially hazardous waste generated (batteries mostly) utilized (metric tons)	1.132

Hardware donation program

As part of our waste reduction strategy, we are refurbishing old devices to a normal working condition and donating them to educational, humanitarian, charitable, and other organizations in Ukraine. During 2024, we donated over 2,000 items to charity: laptops, PCs, monitors, printers, keyboards, other electronic hardware, and furniture.

Sustainable procurement

We prioritize working with suppliers that demonstrate strong environmental credentials, adopt local sourcing practices where possible, and require to follow the Intellias Suppliers Code of Conduct, which outlines standards for sustainability, including commercial efficiency, ecology, social commitment, human rights, labor standards, environmental protection, product safety, transparency, and anti-corruption.

Low-impact commuting

Our offices are equipped with bicycle infrastructure and showers to support cycling, some offices offer free electric vehicle charging for employees and visitors, and we promote sustainable travel through internal mobility campaigns.

Employee environmental training

To embed environmental awareness across the organization, we conduct regular training as part of our Environmental Management System (EMS). All new employees complete an EMS introduction course during onboarding, ensuring a consistent understanding of our environmental commitments from the start. Additionally, targeted annual refresher training is provided to departments with the most direct environmental impact, including Administration, IT, Procurement, Compliance, Legal, and Travel.

Training type	2023	2024
EMS onboarding completion (% of newcomers)	100%	100%
EMS onboarding completion (% of newcomers)	96%	97%

Greenhouse gas (GHG) emissions

We aim to minimize our direct and indirect environmental footprint and foster a more sustainable workplace.

Emissions type	2023	2024
Scope 1, direct emissions (metric tons CO2e)	36.4%	37.23%
Scope 2, location-based indirect emissions (metric tons CO2e)	187	194.74

However, in 2024 we had an increase of emissions that is primarily linked to operational relocation and resilience measures implemented in response to the ongoing geopolitical situation in Ukraine. This includes a temporary rise in direct emission due to reliance on backup generators and other emergency infrastructure required to maintain business continuity and ensure employee safety. These impacts are driven by external risks and are expected to be short-term.

Structural changes — such as expansion into new international locations and the closure of offices in Ukraine — also contributed to a higher emissions baseline through increased transportation, equipment relocation, and waste generation. To address this issue, we are now developing a plan to transition our locations to independent solar power systems, ensuring that future backup energy needs are met through renewable sources.

Our Kraków office, certified under the BREEAM sustainability standard, serves as a benchmark for future improvements across our global locations.

SUSTAINABLE SOLUTIONS

At Intellias, we believe technology plays a critical role in solving global sustainability challenges. Our sustainability strategy integrates environmental responsibility into the digital product lifecycle. This includes:

Reducing Scope 3 emissions through client collaborations

Engineering software solutions that consume less energy and resources

Applying technology to decarbonize operations across industries

We see sustainability not as an add-on but as a design principle embedded from the ground up.

Collaborating on emissions reduction

Intellias applies technology to address global sustainability challenges. In partnership with clients such as Amdocs Ltd. and Robert Bosch GmbH, we focus on reducing Scope 3 emissions and developing energy-efficient software solutions. These collaborations are grounded in knowledge exchange and alignment with evolving environmental standards.

Engineering for sustainability

We develop advanced technologies that help clients improve sustainability outcomes, reduce operational costs, and lower greenhouse gas emissions through smart mobility, sustainable urban platforms, climate-friendly AgriTech, and clean energy tools, delivering tangible environmental impact.

We embarked on the following sustainability projects in 2024:

Strategic partnership with Zeekr

Intellias deepened its role in sustainable mobility by partnering with Zeekr Technology Europe, the R&D arm of the Zeekr global electric mobility brand. Our teams deliver products that enhance the EV driving experience and support the transition to low-emission mobility. Intellias solutions include real-time EV navigation, personalized location-based recommendations, and an AI-powered voice assistant designed to improve safety, energy efficiency, and convenience.

AI-driven navigation: Redefining the in-car experience

To support a global EV brand's move toward intelligent, low-emission mobility, Intellias developed a scalable in-house voice assistant powered by large language models (LLMs). The solution enables full control over data and design while reducing reliance on third-party systems. It integrates advanced navigation features such as dynamic routing, POI recommendations, and conversational feedback. The result is an enhanced user experience and a three-fold decrease in operational costs, accelerating the client's roadmap for sustainable and future-ready vehicle technologies.

Improving road safety at the NDS annual conference

At the 2024 Navigation Data Standard (NDS) Association Conference, Intellias showcased smart mobility innovations. In collaboration with Goodyear, we presented a proof of concept integrating NDS.Live with Goodyear SightLine to assess tire and weather conditions in real time, helping vehicles anticipate hazards. Another demo integrated NDS.Live with the AUTOSAR Adaptive Platform to process dynamic speed limits and enhance safety. These solutions illustrate how real-time data, standardization, and cloud connectivity reduce traffic risks and promote safer, more sustainable mobility.

Green telecom: Guiding change for a sustainable future

Under growing pressure to reduce energy use and electronic waste, the telecom sector is evolving. Intellias published the Green Telecom whitepaper to guide the industry toward sustainable practices. It outlines key environmental challenges, business benefits of going green, and strategic opportunities amid regulatory changes, supporting the telecom industry's shift to a greener and more resilient future.

Every software product we develop undergoes rigorous performance and efficiency evaluation. Whether it's through optimizing data processing speed or reducing memory consumption, our engineers design solutions that consume fewer computational resources.

Even small improvements — like reducing the time an algorithm takes to calculate logistics routes or enhancing the efficiency of cloud operations — can lead to significant environmental gains. That's why code optimization is not just a performance strategy at Intellias — it's a sustainability tool.

PROMOTING CHANGE

At Intellias, we recognize that meaningful environmental impact extends beyond our direct operations, client services, and facilities management. Embracing the drop in the ocean philosophy, we believe that every positive action contributes to broader systemic change. Accordingly, we actively promote sustainable mobility practices among our employees, their families, and the wider community to foster a cultural shift toward greener transportation choices.

IntelliBike service

Our IntelliBike bike-sharing initiative exemplifies this commitment by providing accessible, low-impact commuting options. Available at our Lviv, Kyiv, and Kraków offices, IntelliBike encourages employees and their families to choose cycling as a healthy, environmentally friendly alternative to driving. The program helps to reduce carbon emissions, promotes physical well-being, and strengthens community connections, advancing our broader sustainability and social responsibility goals

Tree planting

On World Environment Day, our Intellias India team joined forces with the Mahiti Seva Committee to plant 20 trees in the Jamadar Hills near our Pune office — a local initiative reflecting our commitment to hands-on environmental action and community partnership.

Our Social Impact

We believe in creating long-term, meaningful positive impact through responsible community engagement and strategic philanthropy. Our approach focuses on fostering systemic change rather than making one-time contributions, and we address both global challenges and local needs to build inclusive, resilient, and sustainable communities.

This chapter highlights our work in philanthropy, volunteering, and social engagement, with a focus on scaling initiatives that align with our values and the broader Sustainable Development Goals (SDGs).
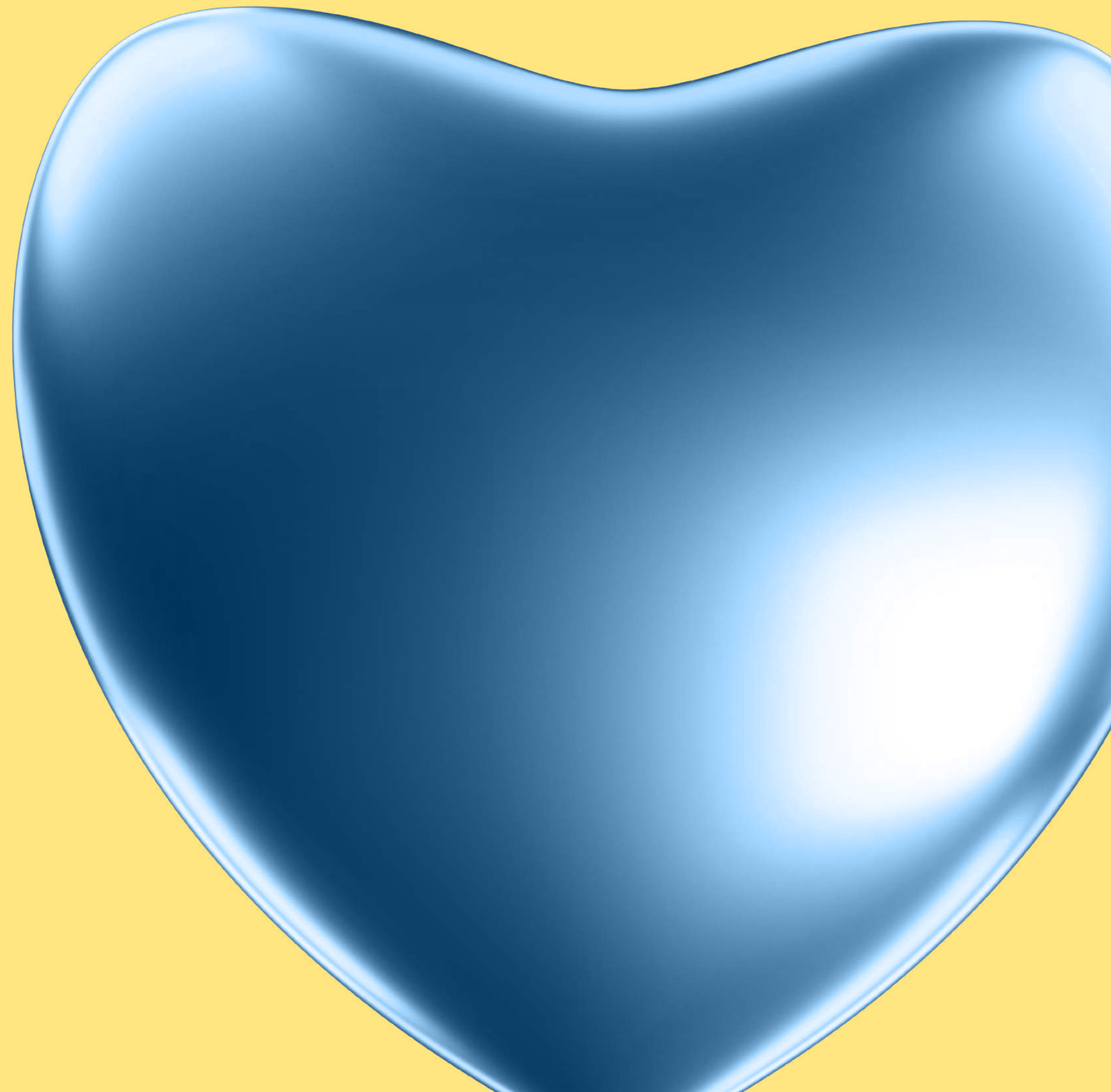
Our sustainability strategy comes to life through real-world actions: in the way we shape inclusive workplaces, empower communities, and build technology for sustainable cities. In 2024, we began transitioning from a traditional corporate social responsibility (CSR) approach to a broader, integrated sustainability strategy. This shift reflects our growing commitment to addressing environmental, social, and governance (ESG) topics in a structured and measurable way.

Guided by SDG 11, we focus on creating green, inclusive, and resilient environments both inside and outside our organization.

Since 2021, Intellias has been a committed member of the UN Global Compact Ukraine network, working to advance SDGs through active community involvement.

91% satisfaction rating for CSR activities among employees.

PARTNERSHIP FOR SUSTAINABILITY AWARD

Intellias won the gold Partnership for Sustainability Award by UN Global Compact Ukraine for our joint project with Quantum Systems on Supporting Ukraine.

CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Topic	Key Initiatives / KPIs	Relevant SDGs
Information Security & Privacy	ISO 27001 certification, GDPR compliance, TISAX AL3 labels in Poland & Germany, 0 data breaches reported	SDG 9 (Industry, Innovation), SDG 16 (Peace, Justice & Strong Institutions)
AI Ethics & Innovation	Generative AI Policy, AI Engineering Cookbook, IntelliCopilot, partnership with 2021.AI for GRC compliance	SDG 9, SDG 12 (Responsible Consumption), SDG 16
Climate & Environmental Action	SBTi commitment, CDP score C, EMS trainings, 2024 GHG emissions inventory, smart mobility solutions	SDG 13 (Climate Action), SDG 11 (Sustainable Cities), SDG 9
Green Office & Operations	Energy-efficient facilities, sustainable procurement, 2024 waste management actions	SDG 12, SDG 13
Sustainable Client Solutions	Projects in e-mobility, AgTech, fleet CO_2 analytics, and green telecom; Scope 3 collaboration with clients	SDG 9, SDG 11, SDG 13
Diversity, Equity & Inclusion	Internal DEI programs, IntelliWomen, IntelliCare mental health sessions (1,270), parental leave policies	SDG 5 (Gender Equality), SDG 3 (Good Health & Well-being), SDG 10
Employee Well being	SDG 5 (Gender Equality), SDG 3 (Good Health & Well-being), SDG 10 (Reduced Inequalities)	SDG 3
Learning & Development	IntelliStart, IntelliMapLab, Fuel50/Skills Hub, 42 lectures & 36 webinars, 2,022 participants	SDG 4 (Quality Education), SDG 8 (Decent Work & Economic Growth)
Volunteering & Civic Engagement	IntelliVolunteers (185), Volunteer Fair ($7,450 raised), tree planting in India, knowledge-sharing events	SDG 11, SDG 17 (Partnerships for the Goals)
Crisis Response	Fundraising and support in Ukraine, Spain, Portugal, and Poland ($25,617 raised in 2024)	SDG 11, SDG 3
Ethical Governance & Compliance	Code of Ethics, whistleblower channels, ethics training, supply chain Code of Conduct	SDG 16

▍VOLUNTEERING

At Intellias, we believe in contributing to the strength and resilience of the communities we are part of — not only through technology but through meaningful, people-driven action.

For many of our experts, volunteering and sharing knowledge represent a natural extension of professional maturity — a way to give back, share experience, and make a difference beyond the workplace.

In 2024, our colleagues led volunteer efforts, shared their expertise through educational programs, and responded swiftly to local emergencies.

IntelliVolunteers

Our internal IntelliVolunteers community is a support network that empowers volunteers to share expertise, receive guidance, and amplify their contributions. In 2024, the community included 185 active members across the company. Volunteers participated in various events, received recognition and small gifts, and had opportunities to connect through offline networking sessions to exchange knowledge and get peer support.

Volunteer Fair

To further grow the volunteering culture at Intellias, we introduced a Volunteer Fair in Ukraine in 2024. This initiative allowed employees to present their volunteer projects at a company event, raise awareness, collect donations, and engage new supporters. Lviv and Kyiv offices hosted the fairs, with eight volunteers participating and raising a total of $7,450 for their causes.

Supporting local initiatives

In 2024, Intellias also supported individual initiatives of our specialists. For example, the team in India visited two local schools, the Nandadip Foundation and Pragati Vidyalaya. Colleagues spent time with children from underprivileged backgrounds, ranging from 6 months to 7 years in age. To support the children's education, Intellias team members donated 200 books and umbrellas as requested by the schools.

Blood donation

In 2024, Intellias organized blood donations to give back to the community and support people who need blood transfusions. Donations were held in four Ukrainian cities, as we recognise the hightened need of donor blood due to the ongoing Russian invasion of Ukraine. 61 Intellias specialists joined this initiative, and all donors received small presents for their contribution. We also held an online educational talk about blood donation, with 46 participants attending it.

EDUCATIONAL INITIATIVES

Intellias specialists actively share knowledge and expertise with the broader technology community, contributing to industry advancement and digital literacy. Through knowledge transfer initiatives, we support the development of sustainable technology practices and help build a more inclusive and connected global digital ecosystem that benefits society as a whole. In 2024, we focused on enhancing collaborations with the Kharkiv, Lviv, and Transcarpathian IT Clusters to advance educational events.

36
IntelliStart webinars

42
university lectures

2022
attendees of educational webinars

20
graduates of the IntelliMapLab program

IntelliStart

IntelliStart is a free school that offers courses in frontend development, Java, DevOps, testing, and more. The goal is to equip students with practical skills to kickstart their IT careers quickly and successfully. Since 2021, Intellias has been hosting the IntelliStart educational hub, where students can study programming for free. Courses are taught by Intellias specialists with extensive experience. The educational programs follow the 70-20-10 principle: 70% of the time is dedicated to hands-on practice, 20% to collaborative learning, and 10% to theory.

First graduation of IntelliMapLab program

In May 2024, Intellias celebrated the graduation of the first cohort of students from IntelliMapLab, a collaborative training initiative launched in partnership with the Ivan Franko National University of Lviv. Twenty students completed the course, with six advancing to internships at Intellias. The program equips future tech professionals with practical skills in digital mapping, navigation systems, and geospatial data, blending theoretical instruction with hands-on project experience under the mentorship of Intellias experts.

IntelliMapLab program also reflects the company's long-term commitment to developing tech talent and bridging the gap between education and real-world innovation. IntelliMapLab is part of a broader portfolio of educational partnerships and initiatives that support capacity-building and workforce readiness in alignment with international sustainability frameworks.

We've launched the application process for the 2025 IntelliMapLab program.

CRISIS RESPONSE

At Intellias, our commitment to Sustainable Development Goal 11 — Sustainable Cities and Communities — compels us to act when communities are in crisis. Through local donations, matched funds, and the dedication of our IntelliPeople, in 2024, we helped to rebuild and support communities affected by disasters.

$25,617

contributed in total toward disaster recovery, half from our specialists' contributions and half from Intellias through matching contributions.

Poland

Severe flooding devastated regions of Poland in September 2024, prompting our specialists to rally with essential goods and financial aid. Intellias matched each donation to double the impact.

Portugal

As wildfires ravaged communities, we supported local firefighters by contributing to the Liga Nacional dos Bombeiros and the Firefighters' Social Protection Fund

Spain

When massive floods hit Valencia and beyond, we mobilized swiftly. Our team encouraged colleagues to gather supplies and launched a company-matched fundraiser to maximize our support for those in need

Each of these initiatives, made possible by the compassion and generosity of our team, represent our dedication to building sustainable and resilient communities.
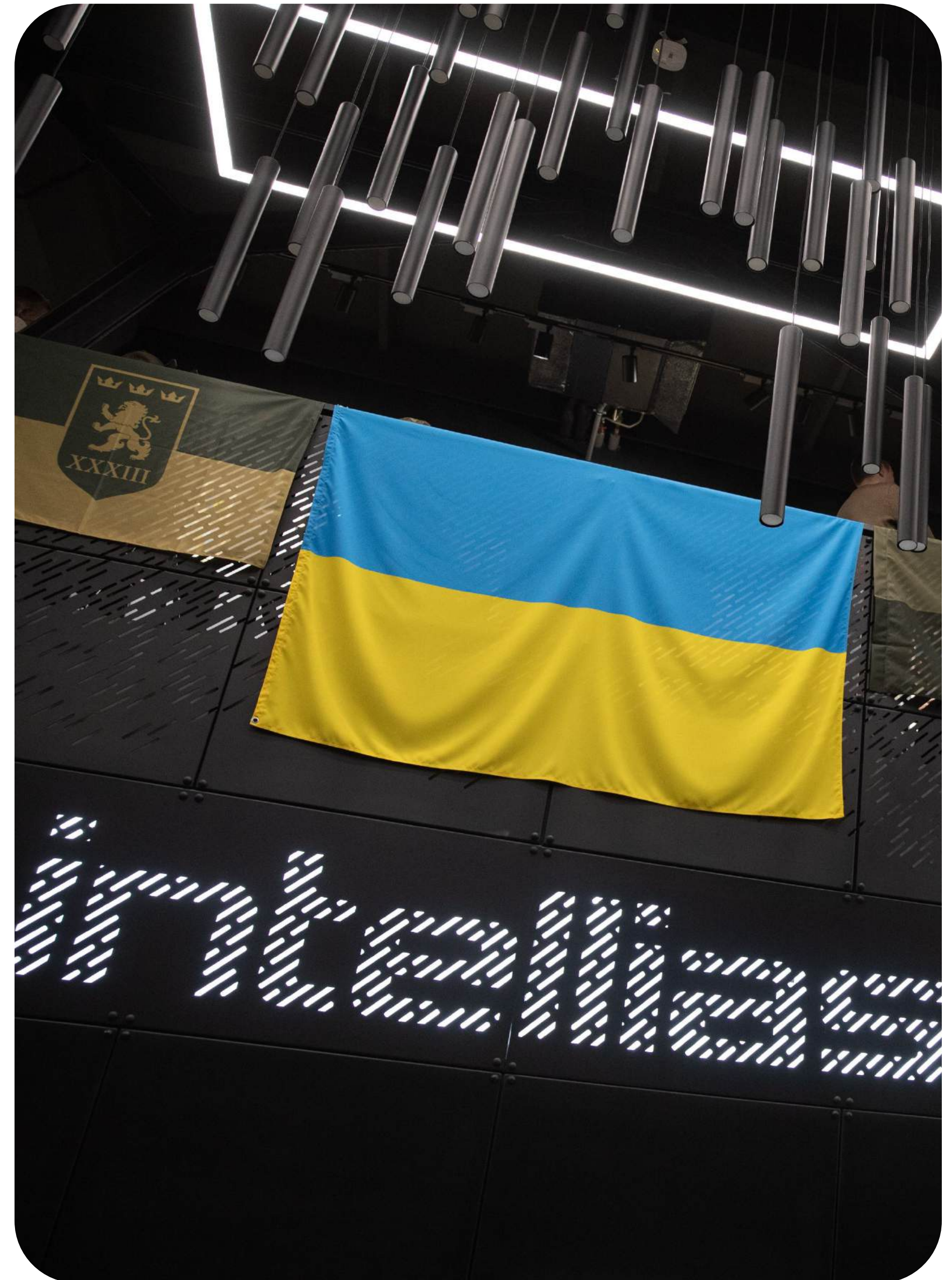
| CHARITY

Supporting Ukraine

Intellias stands firmly in support of Ukraine's sovereignty and the rights of its people. We unequivocally condemn Russia's ongoing invasion of Ukraine and are committed to providing sustained humanitarian and financial assistance to those affected.

This commitment is grounded in action. In July 2024, following the devastating attack on Kyiv's largest children's hospital, Intellias partnered with the Tabletochki Foundation to ensure that pediatric patients continued to receive critical care and rehabilitation. This collaboration exemplifies our commitment to making healthcare available in crisis settings.

Since 2022, Intellias has contributed over $3.1 million to Ukraine-focused relief and recovery efforts. In 2024 alone, more than $656,000 was directed toward humanitarian, medical, and infrastructure initiatives. These funds were made possible through a combined effort: 50% from corporate contributions and 50% raised by employees via our IntelliShare internal crowdfunding platform.

We believe that corporate responsibility extends beyond statements. Our actions reflect our values: supporting peace, protecting human dignity, and helping communities build their futures

Good Winter charity campaign

During December 2024, we focused on our annual Good Winter project. Traditionally, IntelliPeople from across the globe have united in December to bring joy and kindness to children.

In 2024, as part of the Good Winter campaign, we also wanted to address local issues that resonate with IntelliPeople in their communities. We implemented this campaign in eight countries, in close collaboration with local NGOs.

In **India**, our team visited Pune Blind School. They spent quality time with the children and provided them with an inverter to power their computer classes. The children played some traditional songs on instruments for our colleagues.

Bulgarian IntelliPeople brightened the season for SOS Children's Villages Bulgaria in Sofia by bringing books, comics, and drawing materials for children.

Meanwhile, in **Colombia**, our team prepared heartwarming gifts for Fundación Quiero Verte Sonreír in Bogotá. The children there received sports uniforms and shoes, hygiene kits, food supplements, and sports-themed toys.

In **Poland**, our team collected presents for a family with four children who are participating in the Noble Gift initiative — a Polish initiative in which volunteers support families in need by purchasing requested items.

In **Croatia**, the children from Djecji Dom Vrbina u Sisku shared their gift wishes, and our colleagues fulfilled them in just two days. Our team brought the kids wonderful winter magic.

In our **Spanish** offices, we set up wrapping corners with everything needed to beautifully wrap gifts. Supported by the Fundación Olivares, our colleagues gathered thoughtful gifts for children in Málaga.

Our IntelliPeople team in **Portugal** prepared gifts for the children of firefighters from a local unit. They also donated toys for the children's room at the fire station.

In **Ukraine**, for the third year in a row, we joined forces with a volunteer organization that helps children from low-income or large families. This year, our gifts went to families who lost their homes during the ongoing war.

Intellias Foundation for Change

To enhance the impact and efficiency of our charitable efforts, in 2023, Intellias established its own charity foundation. Intellias Foundation for Change manages existing Intellias charitable projects and facilitates the launch of new initiatives, expanding our commitment to meaningful causes.
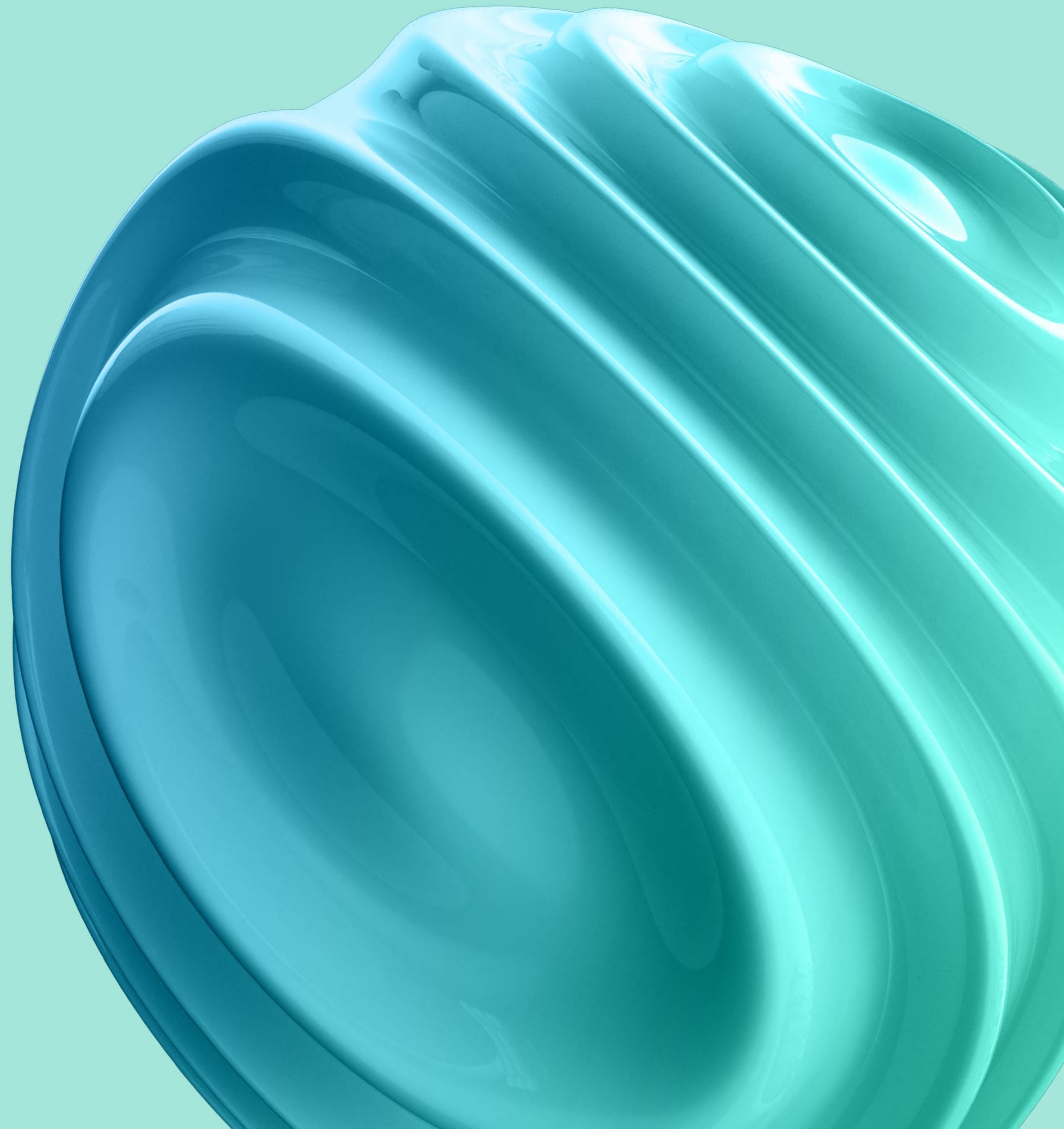
The foundation focuses on supplying essential equipment and transportation, alongside supporting various humanitarian initiatives.

$1 016 567

raised for
humanitarian aid

We invite you to join our charitable efforts by following this link:
www.foundationforchange.intellias.com
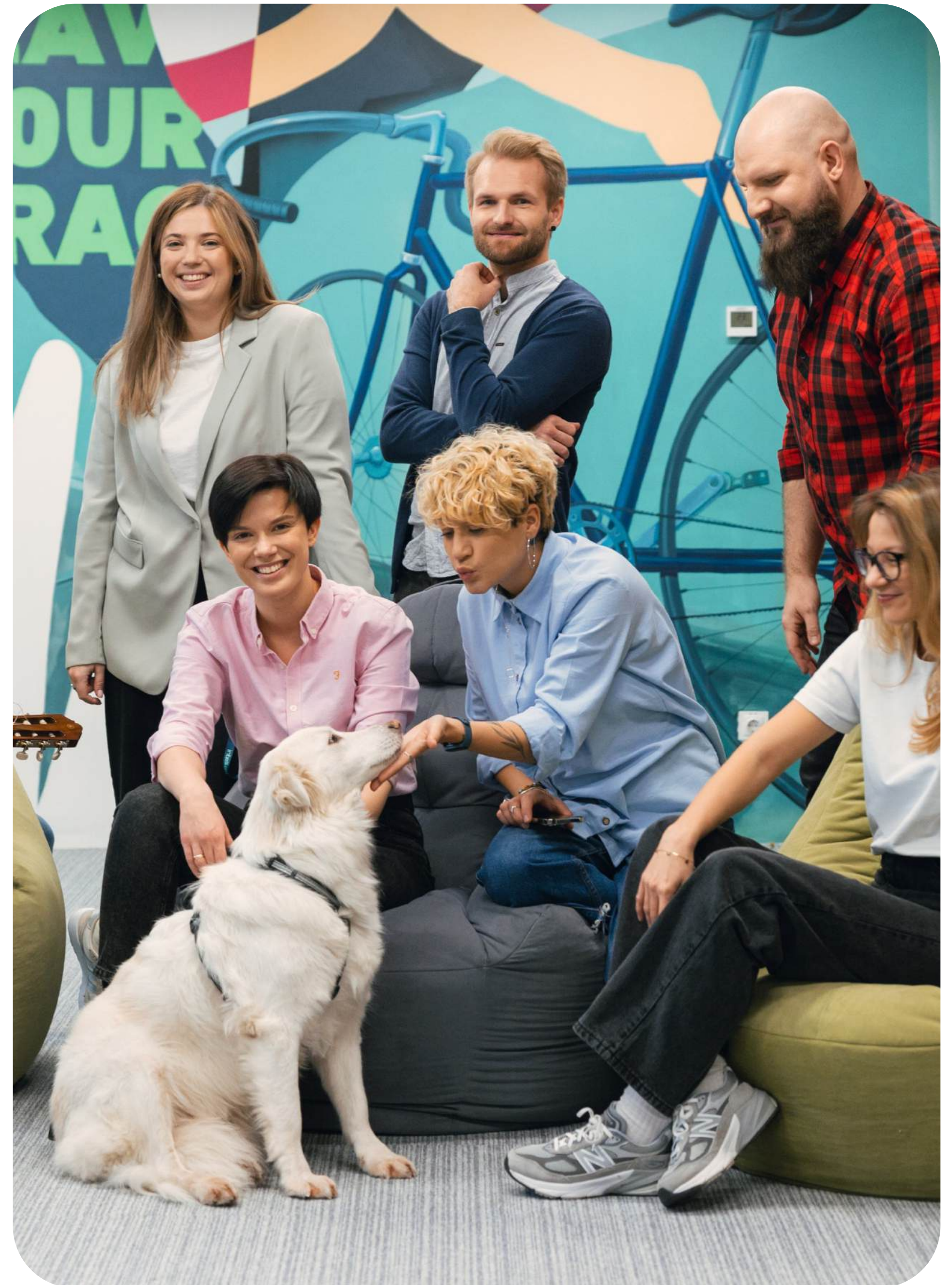
About This Report

This annual Intellias Sustainability Report provides an overview of Intellias's environmental, social, and governance (ESG) performance across all delivery centers*. It reflects our ongoing efforts to integrate sustainability into our operations, build strong relationships with stakeholders, create safe and inclusive workplace for all employees** and contribute to the UN Sustainable Development Goals (SDGs). The report outlines key non-financial activities, changes and innovations from 2024 that supported a positive internal work environment and addressed broader societal and environmental challenges.

Reporting period

The information presented in this report is current as of July 2025. Unless otherwise stated, all data refers to the 2024 calendar year. The report also includes select initiatives and performance indicators with extended timelines, such as the WEP Gender Gap Analysis Tool, which reflects progress from March 2024 to March 2025.

The previous Intellias Sustainability Report was published in September 2024 and covered the
2023 calendar year. It can be accessed here: [insert link if available].

* Full list of delivery centers to be found on the website intellias.com/locations
** Employees and contractors are collectively referred to as "employees".

Reporting frameworks

The report has been prepared in reference to **Global Reporting Initiative (GRI) standards** and considers indicators from the **Sustainability Accounting Standards Board (SASB)** for the software and IT services sector. Where applicable, disclosures are aligned with the **Ten Principles of the UN Global Compact**, demonstrating Intellias's contribution to UN SDGs. Additionally, it is aligned with the seven core subjects in **ISO 26000** to ensure a holistic approach to sustainability and stakeholder accountability.

For questions or additional information regarding this report or our sustainability activities, please contact the CSR team at
csr@intellias.com.

Stakeholder engagement and materiality

We engage with stakeholders to identify the sustainability topics that matter most to them. In line with CSRD and GRI Standards, we assess both how our activities impact society and the environment and how ESG factors influence our long-term business performance.

In 2024, we mapped key stakeholder expectations and aligned them with relevant ESG topics across our operations. This has laid the groundwork for deeper double materiality assessments in future reporting cycles.

Stakeholder Group	Key Expectations	Engagement Methods	Relevant ESG Topics
Clients & Partners	Service quality, compliance, innovation, security, EDI, Talent development	RFIs, contracts, satisfaction surveys	Data privacy, ESG in delivery, AI ethics, human rights, policies
Employees	Fair pay, professional development, wellness, EDI	Surveys, Employee Resource Groups (ERG), performance reviews	EDI, mental health, career growth
Local communities	Impact, charity, employment, volunteering	Volunteering community, donations, partnerships	Social investment, Ukraine support
Regulators & Industry bodies	Compliance with laws and regulations, reporting	Participation in clusters and assosiations, UNGC, CDP, SBTi	Environmental data, ESG metrics
Investors	ESG maturity, risks, profit	ESG strategy, risk assessment	Governance, climate targets, CSRD-readiness
Suppliers	Fair pay, transparency	Code of Conduct, vendor assessments	Supply chain ethics, diversity, labor standards

Global Reporting Initiative Standards (GRI) Content Index

GRI Standard	Description	Page(s)
GRI 2-1	Organizational details	p.6-11
GRI 2-2	Entities included in the organization's sustainability reporting	p.83
GRI 2-3	Reporting period, frequency, and contact point	p.83
GRI 2-4	Restatements of information	p.83
GRI 2-6	Activities, value chain, and business relationships	p.9, 18
GRI 2-7	Employees	p.32
GRI 2-9	Governance structure and composition	p.14
GRI 2-12	Role of the highest governance body in sustainability	p.14
GRI 2-13	Delegation of responsibility for managing impacts	p.14
GRI 2-14	Role of the highest governance body in sustainability reporting	p.14
GRI 2-15	Conflicts of interest	p.20
GRI 2-16	Communication of critical concerns	p.20
GRI 2-17	Collective knowledge of the highest governance body	p.15
GRI 2-22	Statement on sustainable development strategy	p.12, 13, 15
GRI 2-23	Policy commitments	p.20
GRI 2-24	Embedding policy commitments	p.20, 38
GRI 2-25	Processes to remediate negative impacts	p.20
GRI 2-27	Compliance with laws and regulations	p.17, 28, 60
GRI 2-28	Membership associations	p.22-24
GRI 2-29	Approach to stakeholder engagement	p.84
GRI 3-1	Process to determine material topics	p.84
GRI 3-2	List of material topics	p.84
GRI 206-2	Management of material topics	p.84
GRI 102-5,6	GHG emissions (Scope 1 & 2)	p.64
GRI 103-2	Energy consumption and self-generation within the organization	p.62
GRI 205-2	Communication and training about anti-corruption policies and procedures	p.20

GRI Standard	Description	Page(s)
GRI 205-3	Confirmed incidents of corruption and actions taken	none
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	none
GRI 306-3	Waste generated	p.62
GRI 306-4	Waste diverted from disposal	p.62
GRI 306-5	Waste directed to disposal	p.62
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.33-36
GRI 401-3	Parental leave	p.40
GRI 402-1	Minimum notice periods regarding operational changes	30 calendar days
GRI 403-1	Occupational health and safety management system	p.33-34
GRI 403-3	Occupational health services	p.33-36
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	p.34
GRI 403-5	Worker training on occupational health and safety	p.34
GRI 403-6	Promotion of worker health	p.33-36
GRI 404-1	Average hours of training per year per employee	p.46
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	p.46-49
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	p.47
GRI 405-1	Diversity of governance bodies and employees	p.32
GRI 406-1	Incidents of discrimination and corrective actions taken	p.20
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	p.70-81
GRI 414-1	New supplier screening using social/ environmental criteria	p.21
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	none

Sustainability Accounting Standards Board (SASB) context index

Environmental Footprint of Hardware Infrastructure

TC-SI-130a.1	Total energy consumed	601,788 MWh
	Percentage grid electricity	92%
	Percentage renewable	8%

Data security

| TC-SI-130a.1 | Number of data breaches
Percentage involving personally identifiable information
Number of users affected | During the reporting period, there were no incidents of legal violations |
| TC-SI-130a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | Our operations chapter, p. 28 |

Data Privacy & Freedom of Expression

TC-SI-220a.3	Total monetary losses as a result of legal proceedings associated with user privacy	During the reporting period, there were no incidents of legal violations
	Number of law enforcement requests for user information	0
TC-SI-220a.4	Number of users whose information was requested	0
	Percentage resulting in disclosure	0
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Europe, USA, UAE, Saudi Arabia, UK

Intellectual Property Protection & Competitive Behavior

| TC-SI-520a.1 | Total monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | During the reporting period, there were no incidents of legal violations |

Recruiting & Managing a Global, Diverse & Skilled Workforce

| TC-SI-330a.3 | Percentage of gender and racial/ethnic group representation for management, technical staff and other employees | Our people chapter, p.32 |

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