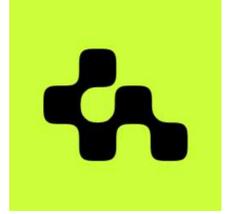
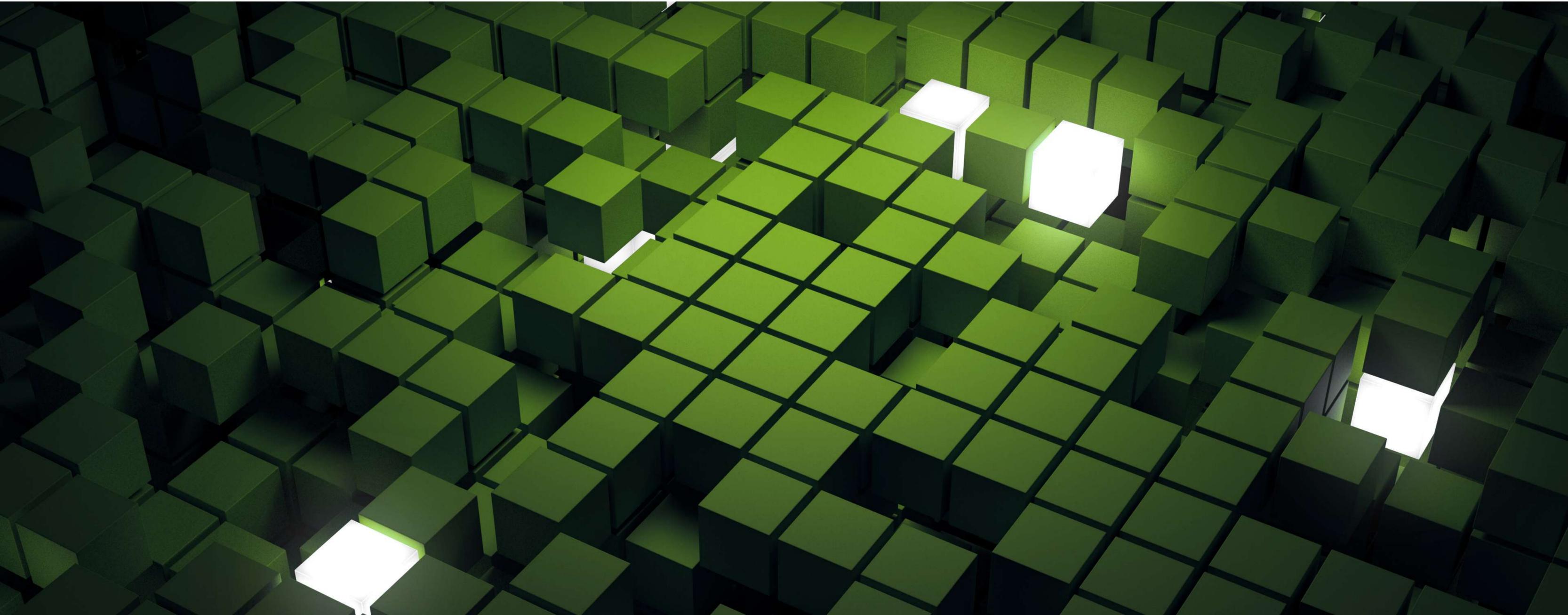


COMPUTOOLS



CORPORATE SOCIAL RESPONSIBILITY REPORT 2022



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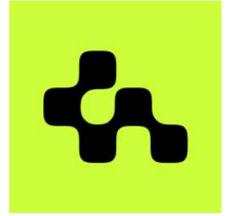
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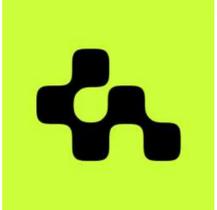
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CONTACT



COMPUTOOLS IS A FULL-SERVICE SOFTWARE COMPANY THAT DESIGNS SOLUTIONS TO HELP COMPANIES MEET THE NEEDS OF TOMORROW. OUR CLIENTS REPRESENT A WIDE RANGE OF INDUSTRIES, INCLUDING RETAIL, FINANCE, HEALTHCARE, CONSUMER SERVICE AND MORE.



COMPUTOOLS' PHILOSOPHY IS BASED ON THREE PRINCIPLES:

<p>01</p> <p>CONSTRUCTIVENESS</p> <p>With Computools, innovation comes standard. Clients trust us for our clarity, structure, high performance rate and intuitive functionality across every stage of the software development process. Because if it's not worth making perfectly, it's not worth making at all.</p>	<p>02</p> <p>FUTURISM</p> <p>The future is under control. We're a company of visionaries—people who don't just pay attention to what's happening around the globe, but who also provide unique solutions that create real change.</p>	<p>03</p> <p>HUMANISM</p> <p>We're digital humanists at heart. Our platforms, applications and other IT-products have a singular goal: to make it easy for our clients to take care of their clients. That starts with a human-centered approach to everything we do.</p>
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COMPUTOOLS INDUSTRIES

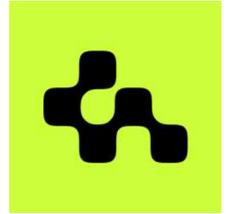
- RETAIL
- FINANCE
- HEALTHCARE
- CONSUMER SERVICES

COMPUTOOLS CLIENTS MAP



COMPUTOOLS VALUES

COMPUTOOLS'S POLICY, EFFECTIVENESS, ABILITY TO PERFORM COMFORTABLY, AND ALL OTHER ASPECTS OF THE COMPANY'S LIFE ARE BASED ON KEY VALUES AND PRINCIPLES. SINCE THE BEGINNING, THESE VALUES ARE THE FOUNDATION FROM WHICH WE DO NOT DEPART, NOT A SINGLE STEP



FOCUSED ON PEOPLE

- CREATE WIN-WIN AGREEMENTS
- RESPECTFUL TO THE PEOPLE AROUND US
- RELIABLE
- DELIVER ON PROMISES

RESOLVE ISSUES OPENLY

- OPEN
- SPEAK CONCISELY AND CLEARLY
- CLARIFY TO MAKE IT CLEAR
- TAKE INITIATIVE IN RESOLVING ISSUES

EFFECTIVE

- FOCUSED ON RESULTS
- THINK Z TO A
- ENJOY GETTING RESULTS

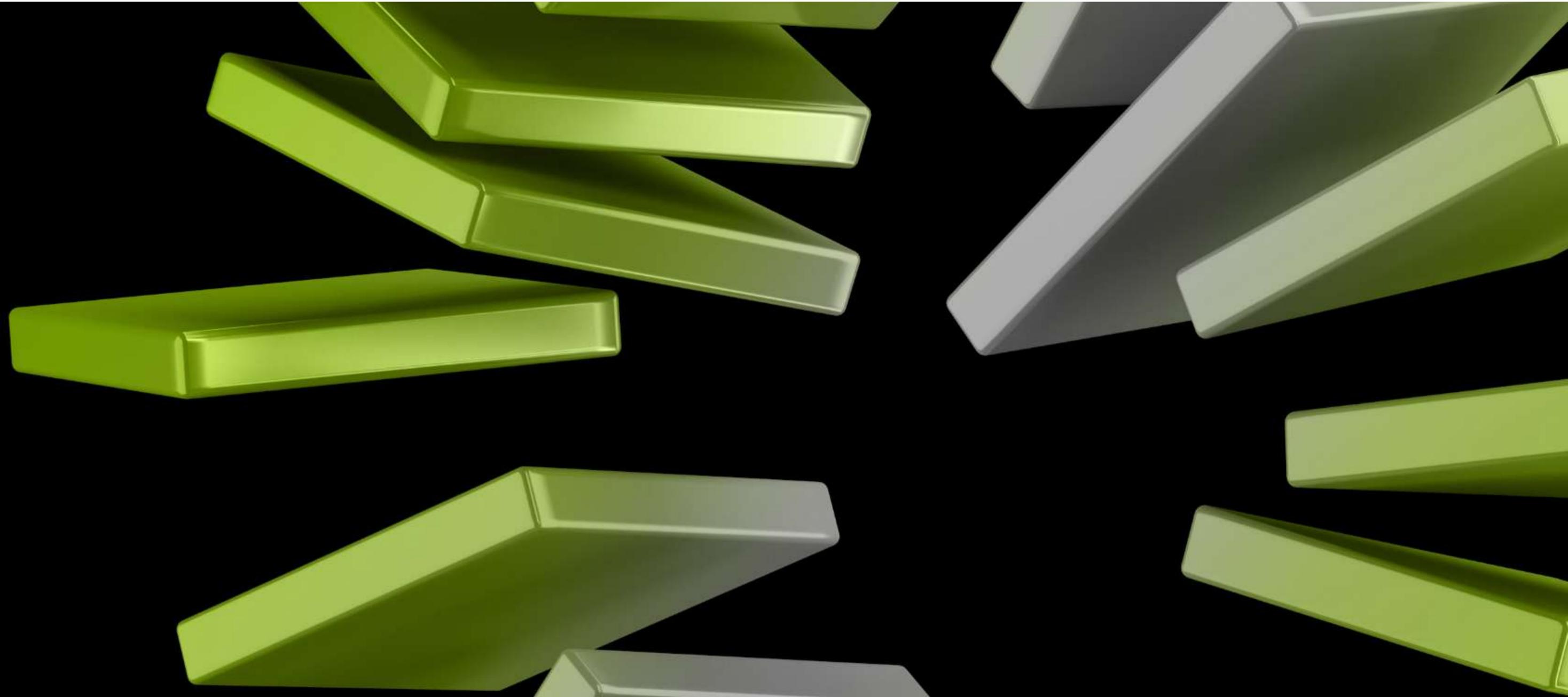
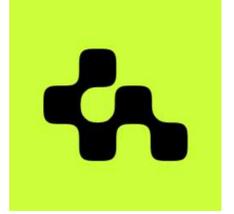
DISCIPLINED

- NEVER DO TODAY WHAT WE CAN DO NOW
- BETTER TODAY THAN WE WERE YESTERDAY

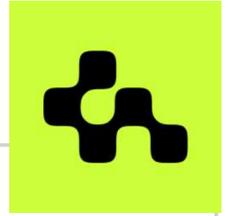
PART 1

COMMUNITY INVOLVEMENT & DEVELOPMENT

COMMUNITY INVOLVEMENT • EDUCATION AND CULTURE • INTERNAL LECTURES • EXTERNAL LECTURES • INTERNSHIP • ENGLISH LESSONS • EMPLOYMENT CREATION & SKILLS DEVELOPMENT • TECHNOLOGY DEVELOPMENT AND ACCESS • WEALTH AND INCOME CREATION • EMPLOYEES SUPPORT • HEALTH • MENTAL HEALTH COUNSELING • SUPPORT FOR THOSE IN NEED • VOLUNTEERING



COMMUNITY INVOLVEMENT

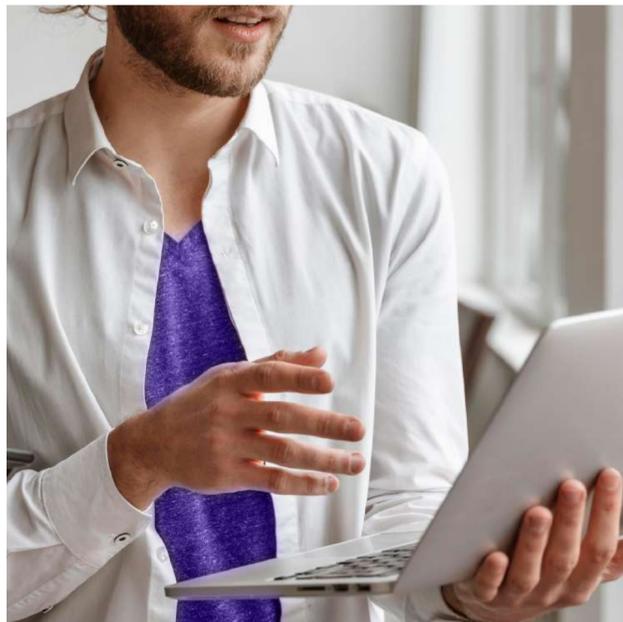


Computools pay significant attention to promoting technological knowledge within the IT community and anyone who wants to enter the field. It applies not only to our employees and potential employees but also to customers and anyone interested in development in the IT field.

In addition to participating in the development of various specialized school and student courses at local educational institutions and sponsoring internships for young professionals, we have also taken the initiative to bring knowledge to the masses in a digital form.

Computools team host workshops and explanatory conferences about technologies such as React, Flutter etc., on our Computools YouTube channel. The company experts explain how to use them, the benefits of these technologies, and how they contribute to the development of projects.

EDUCATION AND CULTURE



Computools, as a holistic entity, is always striving for growth and development. The improvement of each individual in the company both professionally and personally is welcoming. The company motto is "be better today than you were yesterday." Employees' professional development enhances the company's performance and their performance as field experts.

That is why Computools create an individual development plan of soft and hard skills and knowledge for specialists. There is a growth matrix for each employee, which implies the mastery of specific knowledge and technologies that allow moving from lower to higher levels. To coordinate the process of growth and development, each employee has a manager who plays the mentor role. It facilitates accessible and integrated growth and development.

INTERNAL LECTURES



Computools holds regular technical lectures on specialist topics for employees. They mainly concern engineering aspects, tools, methodologies, and other vital issues of project work.

EXTERNAL LECTURES



Computools organized five external lectures this year, focused on developing future professionals. Moreover, there were motivational seminars where experts explained their potential in the IT industry to prospective specialists.

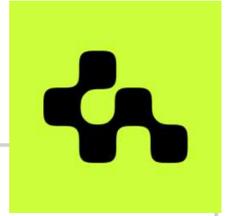
INTERNSHIP



Through internships, students can get jobs at the company. Computools try to create an actual program that fits the needs of the university curriculum. Teachers show the program of study, and our SDO reviews it and makes additions and amendments if necessary.

The training plan adapts to the real needs of IT companies and the IT market so that students get the most relevant information.

ENGLISH LESSONS



Since English is the primary operating language, Computools offer English courses for employees to improve efficiency. Employees who need to enhance their written and spoken language skills can attend these courses free of charge. Each training course is marked with a certificate of completion.

Computools gathered a group of people interested in working with technologies such as Node.js, PHP, and Angular to improve their level of professional technical English. The program consisted of six modules for each technology. The training process was conducted in close cooperation with technical leaders. As a result, some of the course graduates were able to get into the workforce.

EMPLOYMENT CREATION & SKILLS DEVELOPMENT

Personnel benefits from all the advantages of the company: an extended social package, opportunities for professional growth, participation in corporate events, health and sports support, as well as a lot of small but pleasant bonuses.

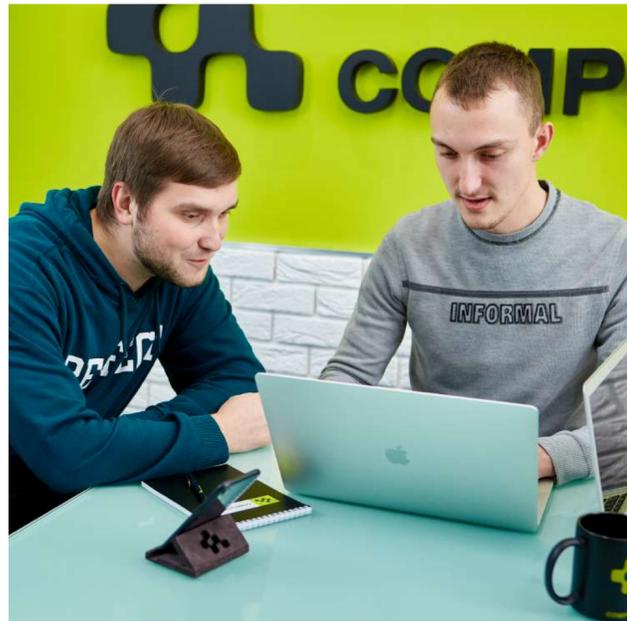
Recently Computools has expanded and opened a new office in Poland. It shows our community's stable growth and development, as well as the possibility of relocation for employees.

TECHNOLOGY DEVELOPMENT AND ACCESS



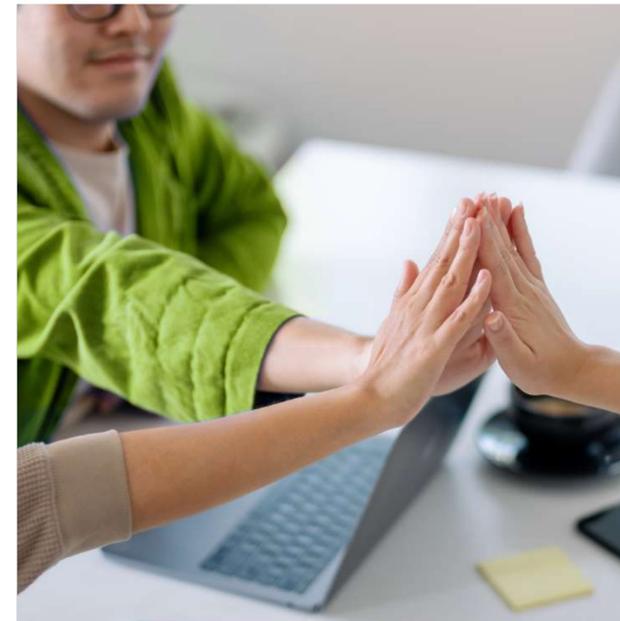
Professional growth in the IT industry is not so complex, with abundant opportunities. The company strives to improve employees' professional skills and provides training and opportunities to participate in internal and external conferences, gain and share the experience. In addition, online educational courses, video lessons, and workshops make the process easier and more convenient, especially concerning pandemic and wartime events.

WEALTH AND INCOME CREATION



Computools welcomes participation in activities to improve life and general well-being, both internally and externally. Computools employees endeavor with initiatives that contribute to the well-being of society and people and enhance the education of young adults to improve their IT skills.

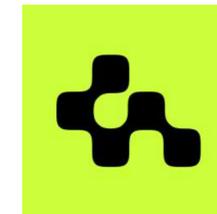
EMPLOYEES SUPPORT



From the first day of the war, Computools helped employees in Ukraine evacuate to safer locations, found transportation, and coordinated relocation. The company provided the necessary equipment and facilities to employees who moved to remote locations. In the first month of the war, the company paid an advance to everyone who needed it and continues to provide financial support.



HEALTH



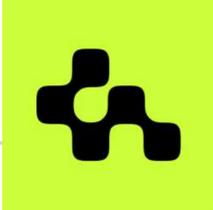
- One of the company's main objectives as a single healthy work environment is to create a comfortable working and interaction atmosphere for employees.
- The company supports medical services and promotes access to services for health improvements, such as swimming pools and sports activities.
- The company disseminates essential information regarding various health issues through internal communication methods. Computools also provides financial and informational support for employees who are affected in one way or another by a severe illness.
- The company also provides financial and informational support in cases of accidents that can lead to health problems.
- In 2022, the pandemic and the full-scale invasion of Ukraine by Russia are negative factors for employees' health, so the company endorses the transition to telecommuting and promotes it financially and technically.
- The events of February 2022 mobilized the company and its employees to help each other and those around them. Some employees joined the city's territorial defense, while others organized into volunteer groups, collecting medical kits and medicines and donating blood for the wounded. The company has kept all jobs and continues to pay the salaries for these employees. In addition, Computools allocated funds for the purchase of an ambulance.

MENTAL HEALTH COUNSELING



Due to Russia's invasion of Ukraine, associates are provided with psychological assistance on an ongoing basis. People Management conducts a campaign to support mental health, regularly monitors employees' moral and emotional state, and provides psychologists if necessary.

SUPPORT FOR THOSE IN NEED



The company continues to provide financial support to those in need and victims of war, as well as orphanages and animal shelters. Before the war, employees visited orphanages and also used to take shelter dogs for walks to promote their socialization. After February the 24th, this was no longer possible.

VOLUNTEERING



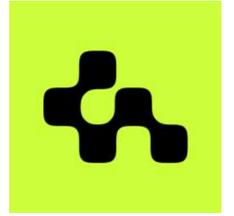
Volunteering has become even more significant in the company's life since the war outbreak. Some employees joined the Armed Forces of Ukraine and Territorial Defense. They retained their jobs and continue to receive their salaries. The company assists in acquiring necessary supplies for the Army, including SUVs, an ambulance, thermal imaging cameras, etc.

Computools assists in finding and sponsoring body armor manufacturers and provides computer equipment for defenders. In addition to corporate assistance, company employees often organize point-to-point fundraisers to purchase what they need for the Army. In their spare time, they volunteer and help those who find themselves struggling, without a home, a job, or a livelihood.

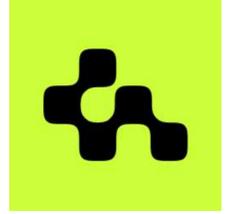
PART 2

LABOR PRACTICES

EMPLOYMENT AND EMPLOYMENT RELATIONSHIPS • SATISFACTION SURVEYS • CONDITIONS OF WORK AND SOCIAL PROTECTION • SOCIAL DIALOGUE • HEALTH AND SAFETY AT WORK • HUMAN DEVELOPMENT AND TRAINING IN THE WORKPLACE



EMPLOYMENT AND EMPLOYMENT RELATIONSHIPS



The onboarding process is an integral part of the company's work. All procedures are elaborated and described in a detailed manual on a particular internal corporate portal. A transparent corporate culture helps make the employment and interaction process in the company as practical and comfortable as possible, which is confirmed by the results of surveys.

SATISFACTION SURVEYS



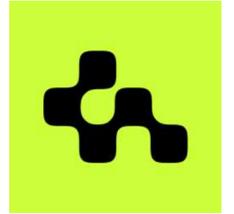
COMPUTOOLS CONDUCTS REGULAR SURVEYS. THEIR RESULTS ARE USED TO IMPROVE WORKING CONDITIONS FOR EMPLOYEES. THERE ARE SEVERAL TYPES OF SUCH QUESTIONNAIRES:

- Job satisfaction survey
- Department interaction satisfaction survey
- Project surveys
- Office surveys
- Remote work surveys
- Surveys on events and activities

Surveys are helpful for analysis, decision-making, and improvement. They influence the company's behavior and development policies to grow employee job and atmosphere satisfaction. People Managers process all responses from employees and contractors in the company, bringing the topics raised for discussion with department heads. Then they give feedback on what actions were taken or not taken and why.



CONDITIONS OF WORK & SOCIAL PROTECTION



- 01.** The professional development of employees is an essential component of Computools corporate culture. The company create growth conditions through consulting, coaching, and mentoring by company experts.
- 02.** Computools offices are more than just a workplace. The employees spend most of their day here, so we have areas for rest, light exercise, changing activities, and areas for meals and team-building activities. But, of course, since February 24, the offices in Ukraine have been open only during safe hours.
- 03.** The company pay attention to ensuring that employees have a work-life balance, are not overwhelmed, and are satisfied with their conditions and workload.
- 04.** The company make sure medical care is available, pay for sick leave and provide financial assistance in case of severe illness or injury.
- 05.** Computools provide employees who have been displaced by war with everything they need to work in their location.
- 06.** Computools help find accommodations for employees who have left Ukraine or have relocated within the country, coordinate their mobility, help them find housing, and provide equipment for their work.

SOCIAL DIALOGUE



The company conducts several types of surveys to collect the opinions of employees and contractors on topics that influence behavior and development policies in the company so the level of satisfaction is high.



The success of the company is based on satisfied employees. Management is always willing to listen and open to suggestions.



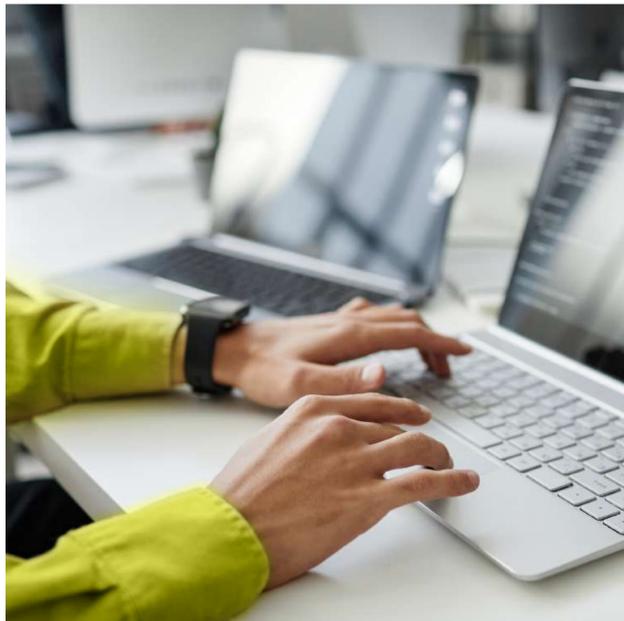
Through the course of work, employees may have ideas and suggestions to improve efficiency or results for a project, the team, or the department as a whole. Computools always welcome such initiatives.

HEALTH AND SAFETY AT WORK



All regulatory safety measures (anti-fire and others) have been provided in the offices. Also, there are all the regulations according to covid restrictions. The office management monitors the situation, and the offices are open only when it is safe. Also, the office's business center has an excellent underground parking lot that can serve as a bomb shelter in an emergency.

HUMAN DEVELOPMENT AND TRAINING IN THE WORKPLACE



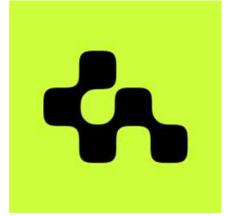
The company's team members are constantly growing and developing as professionals and experts in their field from intern to top manager.

Each employee has an individual development plan. The company pays for certifications and participation in conferences, provides free internship training, and allocates tech leads to mentor those who do passive internships outside the company.

PART 3

HUMAN RIGHTS

HUMAN RIGHTS AND RISK SITUATIONS • RESOLVING GRIEVANCES • DISCRIMINATION AND VULNERABLE GROUPS •
FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK • CIVIL, POLITICAL, ECONOMIC, SOCIAL, AND CULTURAL RIGHTS



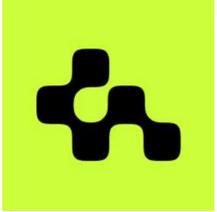
HUMAN RIGHTS AND RISK SITUATIONS

<p>01.</p> <p>Computools risk situation guidelines are in line with human rights, and these measures comply with international norms and standards of law enforcement.</p>	<p>02.</p> <p>To ensure safety, personnel (whether permanently, temporarily, or contractually employed) receive appropriate training, including human rights awareness training.</p>	<p>03.</p> <p>The company also do not provide goods or services to an organization that uses them to commit human rights abuses.</p>	<p>04.</p> <p>The company do not partner with companies that commit human rights abuses in the context of our partnership.</p>
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RESOLVING GRIEVANCES

-
- 01.** Thanks to the company's clear processes, guidelines, coordinated departments, and various communication channels, every employee can solve any problem as quickly as possible.
 - 02.** All questions that arise are addressed to those who can provide competent answers.
 - 03.** Computools share experiences and provide other informational assistance. This helps to grow faster and work more efficiently, thereby contributing to growth, satisfaction, and well-being for ourselves and the company as a whole.

DISCRIMINATION AND VULNERABLE GROUPS



Any restrictions on civil, economic, and socio-cultural rights based on gender, race, class, or religion are considered a violation of citizenship status, which is contrary to the norms of democracy. The company's processes are set up so that each of us is legally protected and can focus on our tasks without experiencing discomfort.

FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK



At Computools, everyone has the right to work under safe and hygienic conditions and get a fair reward for the work without discrimination of any kind. In addition, our company guarantees the equality of human and civil rights and freedoms regardless of gender, race, nationality, language, origin, property and official status, place of residence, attitude to religion, beliefs, or membership in public associations.

CIVIL, POLITICAL, ECONOMIC, SOCIAL, AND CULTURAL RIGHTS



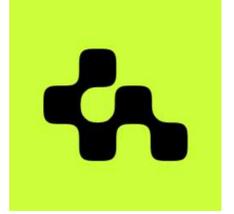
The company treat employees, customers, contractors, the company, and ourselves with respect, regardless of age, position, appearance, nationality, race, gender, and a well-established HR department contributes to a pleasant company atmosphere and environment.

In addition, every employee and citizen has the right to liberty and personal inviolability.

PART 4

FAIR OPERATING PRACTICES

ANTI-CORRUPTION • RESPONSIBLE POLITICAL INVOLVEMENT • FAIR COMPETITION •
PROMOTING SOCIAL RESPONSIBILITY IN THE VALUE CHAIN • RESPECT FOR PROPERTY RIGHTS



ANTI-CORRUPTION

ANTI-BRIBERY AND CORRUPTION LAWS

The company, employees, and contractors are subject to the anti-bribery and corruption laws in other countries that prohibit companies and their intermediaries from bribing government officials to conduct business or otherwise obtain favorable treatment.

COMPLIANCE WITH THE LAWS OF DIFFERENT COUNTRIES

The company, employees, and contractors are subject to the laws and regulations of Ukraine, the United States, and other countries in which we operate, including export restrictions, economic sanctions, the FCPA, and similar anti-corruption laws.

RESTRICTING OUR INTERNATIONAL ACTIVITIES

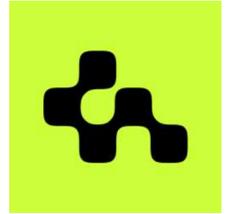
The company, employees, and contractors are subject to numerous laws and regulations that restrict our international activities, including laws prohibiting activities with restricted countries, organizations, entities, and individuals that have been determined to be illegal entities or subject to EU, U.S. sanctions.

FAIR COMPETITION

01. The company operates under copyright, trademark, patent, unfair competition, and trade secret laws, as well as intellectual property and confidentiality agreements and other methods of protecting intellectual property rights.

02. The company rely on our trademarks, trade names, service marks, and trademarks to distinguish our services and solutions from those of our competitors.

03. The company has registered and continues to register many of these trademarks.



RESPONSIBLE POLITICAL INVOLVEMENT

Computools do not in any way interfere with employees' political views. Political activities, however, are governed by the Criminal Code and must not lead to misinformation, misinterpretation, threats, or coercion.

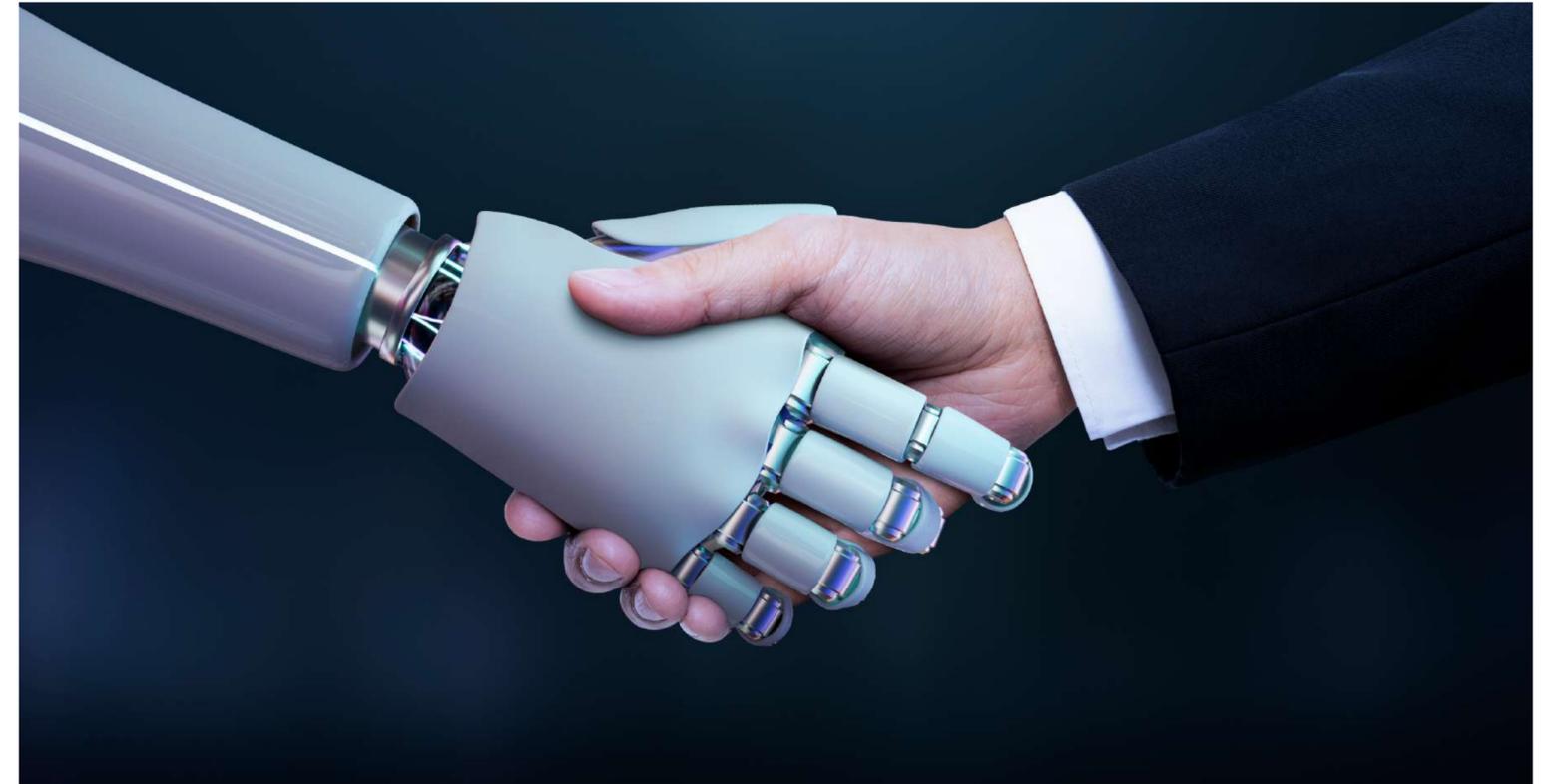
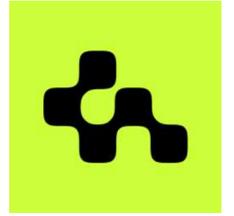
PROMOTING SOCIAL RESPONSIBILITY IN THE VALUE CHAIN



Computools policies and procedures for the value chain, distribution, and contracting take into account ethical, social, environmental, and societal aspects as well as the health and safety of our employees.

Before cooperating with companies, we are careful to ensure that their and our social responsibilities are not compromised.

RESPECT FOR PROPERTY RIGHTS

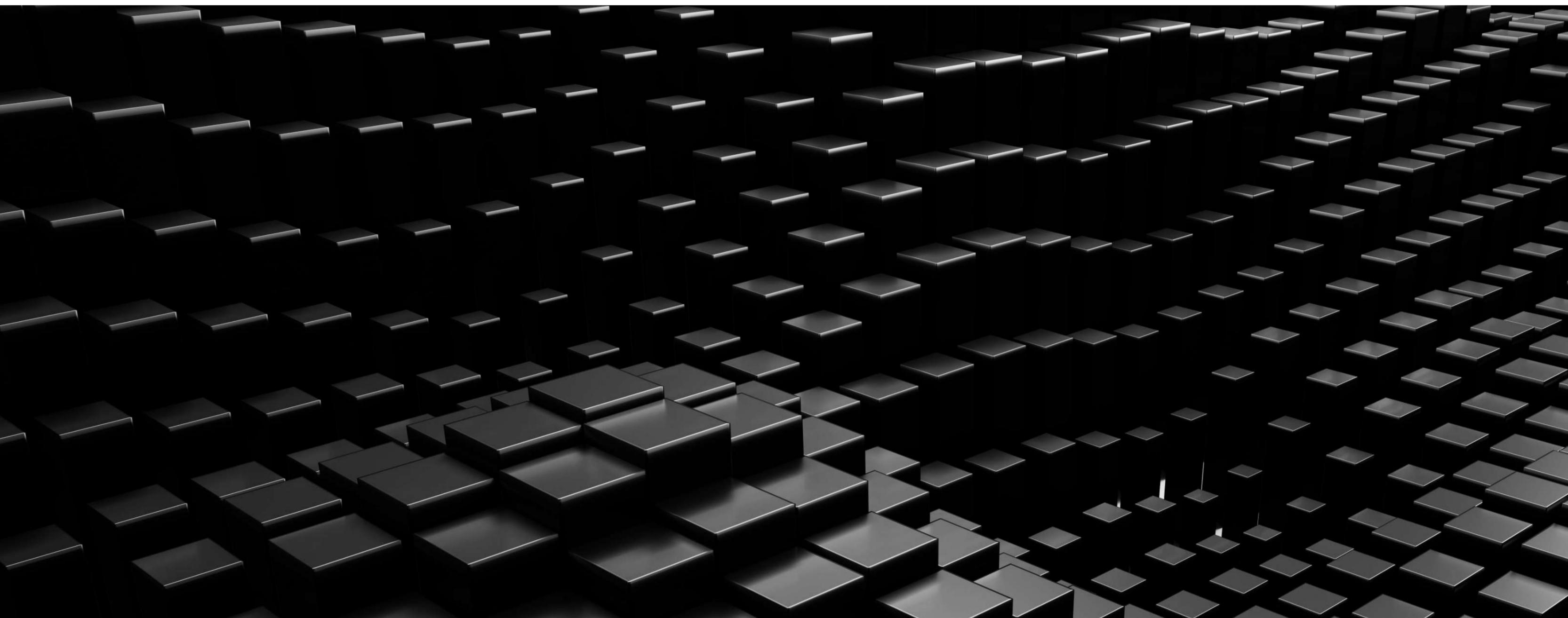
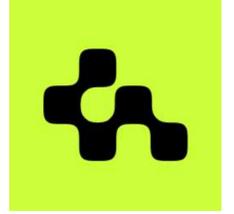


Upon hiring, each employee is familiarized with the "Statement of Trade Secrets" and enters into a "Non-Disclosure Agreement" (NDA) with the company. In addition, the company and its employees are subject to the GDPR and the CCPA, each of which imposes significant restrictions and requirements related to the processing of personal and property rights and data.

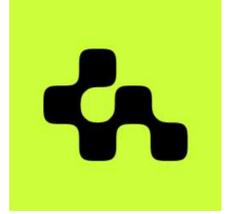
PART 5

ENVIRONMENTAL IMPACTS

PREVENTION OF POLLUTION AND SUSTAINABLE RESOURCE USE



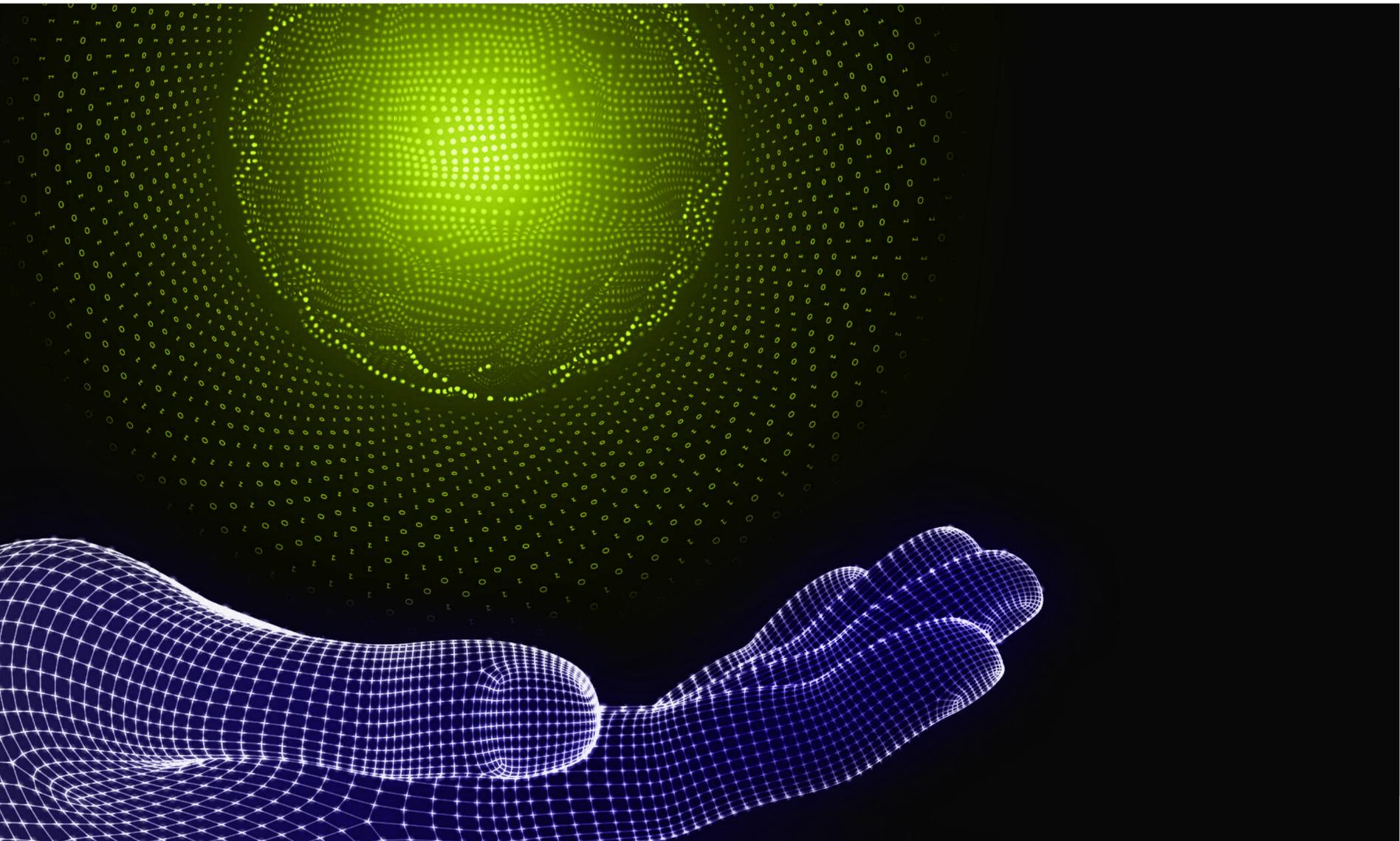
PREVENTION OF POLLUTION AND SUSTAINABLE RESOURCE USE



Computools operates in an environmentally friendly way. The company highlight environmental issues, devoting time to ecological activities, sorting trash, and spotlighting air pollution issues. We hold volunteer hours when company employees can participate in local environmental activities, tree planting, and recycling.

20390+

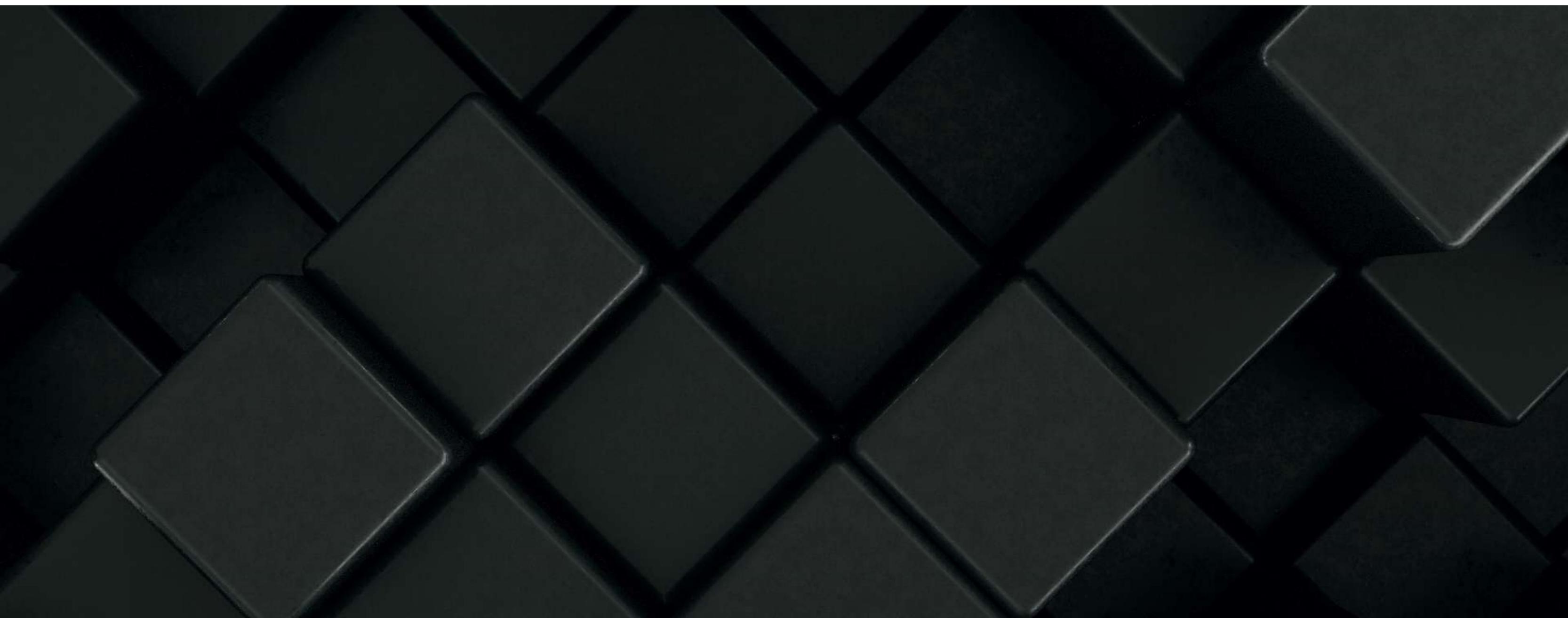
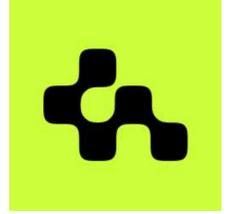
**SINCE THE COMPANY'S INCEPTION, WE HAVE GIVEN
OVER 21500 HOURS TO HELP AND PROTECT THE
ENVIRONMENT.**



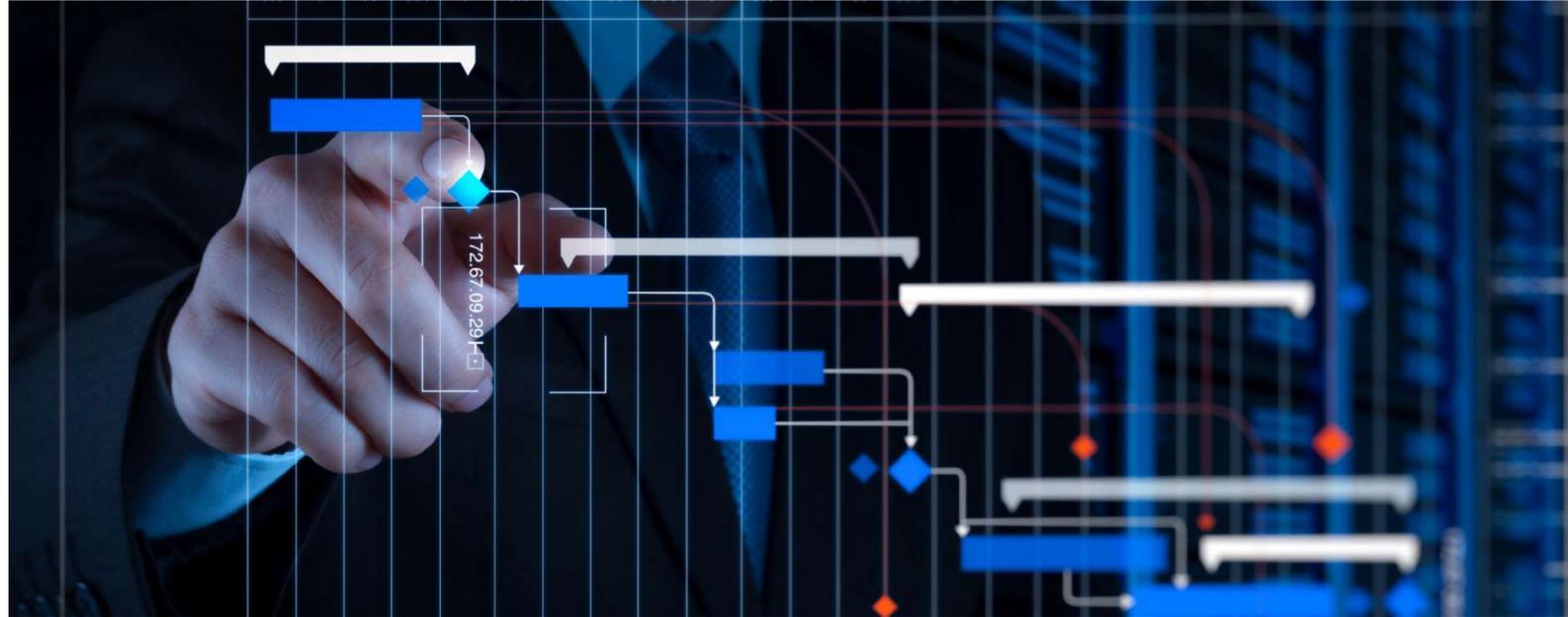
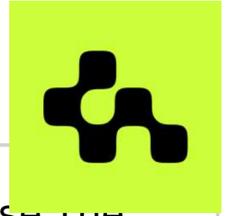
PART 6

CONSUMER ISSUES

FAIR MARKETING AND CONTRACTUAL PRACTICES • CONSUMER SERVICE AND SUPPORT • CUSTOMERS' FEEDBACK AND DISPUTE RESOLUTION



FAIR MARKETING AND CONTRACTUAL PRACTICES



Computools philosophy is to be transparent to our clients because the client is the heart of our work, so we try to make the process of interaction and development as clear and accessible as possible. Client orientation primarily includes a seamless collaboration process from greeting to the demonstration of final project results and clear reporting systems.

CONSUMER SERVICE AND SUPPORT

01.

Each client receives a dedicated team. In addition, a personal manager is always available and helps build team-client communication. As a result, Computools have a team of strong and proactive professionals, enabling us to deliver quality solutions.

02.

Computools team is meeting deadlines, has a quick response time and often gets positive feedback from clients about our strict adherence to timeframes.

03.

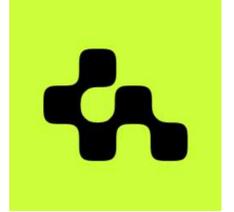
Computools take a creative approach to any solution and are oriented on the best option to achieve the result.

04.

Computools pays attention to creating a positive atmosphere within the team. A positive attitude affects work and interaction, which extends to clients.

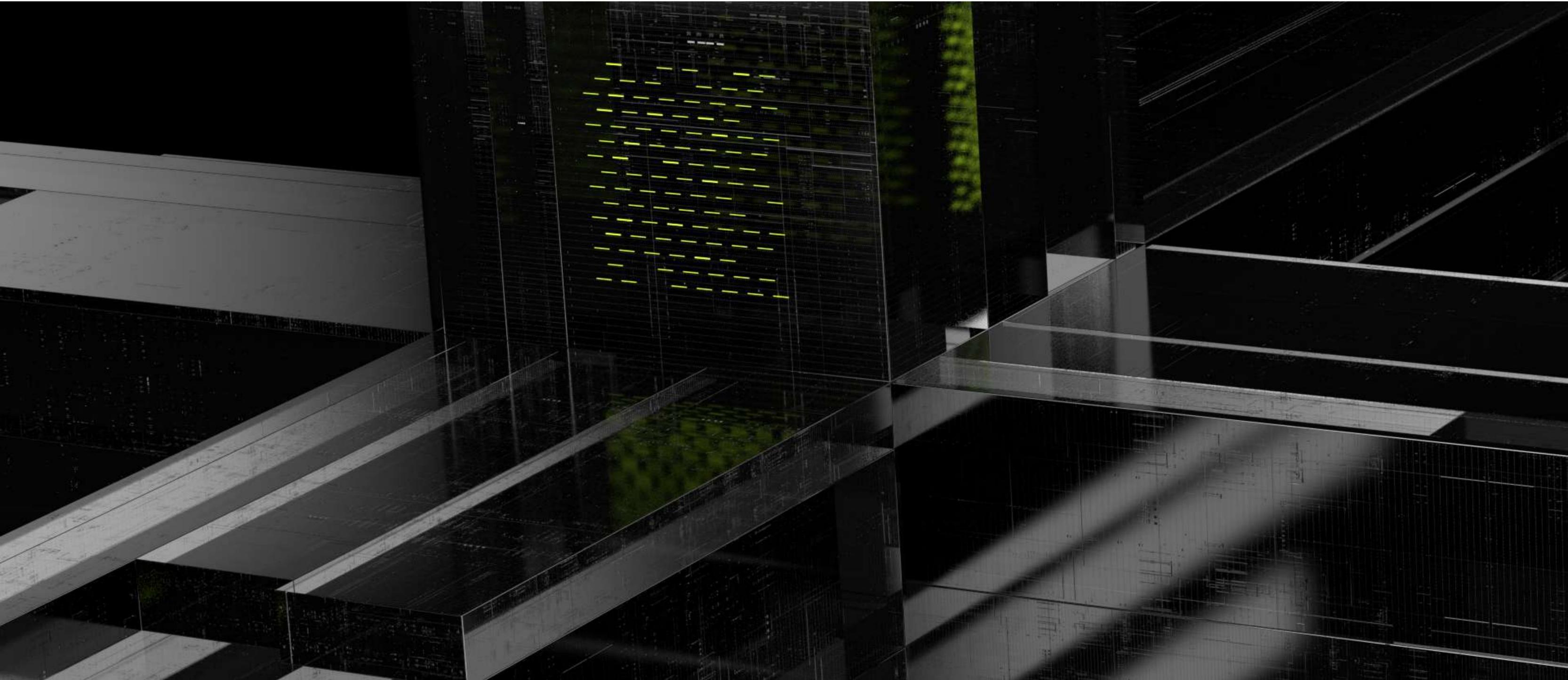
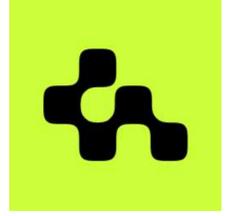
CUSTOMERS' FEEDBACK AND DISPUTE RESOLUTION

Computools gather information based on input, contributing to implementing solutions that improve work. Computools team works by a win-win concept and resolves queries by negotiation.

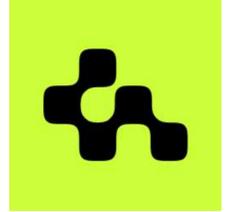


PART 7

ORGANIZATIONAL GOVERNANCE



COMPUTOOLS EMPLOYS MORE THAN 250 PEOPLE OF DIFFERENT GENDERS, AGES, AND CULTURES. IN ADDITION, OUR CUSTOMERS ARE LOCATED ALL OVER THE WORLD. IT IS AN ENVIRONMENT WHERE THE INTERESTS OF DIFFERENT CULTURES, COUNTRIES, AND RELIGIONS INTERMINGLE.



THEREFORE, THE COMPANY BUILD ENGAGEMENT PROCESSES THAT TAKE INTO ACCOUNT THE INTERESTS OF EVERYONE INVOLVED: EMPLOYEES, PARTNERS, INVESTORS, AND CUSTOMERS.

COMPUTOOLS USE A GOVERNANCE OPERATING MODEL TO TRANSLATE OUR CORPORATE STRATEGY INTO THE COMPANY'S DAY-TO-DAY OPERATIONS:

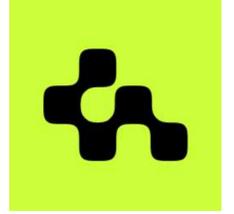
01. Fully subordinated operational and financial processes to regulatory requirements. Management succeeded in adjusting the flow of information so that departments collect it efficiently, analyze it, and build their activities according to strategic goals;

02. Eliminated the gap between operational goals and reality through a clear assignment of roles, responsibilities, communication, and subordination;

03. Eliminated conceptual issues that employees may have had due to a lack of understanding of the end goal by assigning leads who were able to communicate the appropriateness of objectives to employees;

04. Established management feedback that allowed the company to identify and respond to operational business needs on time.

THE BENEFITS THE COMPANY GAINED FROM USING THE GOVERNANCE OPERATING MODEL:



CLARITY

In the beginning, the company faced minor challenges in implementing the principles of the governance operational management model, but the leadership clearly outlined the mechanisms, roles, and responsibilities, which led to a positive result.

TRANSPARENCY

Fulfilling responsibilities according to these principles requires drawing clear lines in decision-making and risk management. In our company, the administration sets visible boundaries, specifying the types and amounts of investments and transactions and the risks that require attention.

COORDINATION

Management of different units in different cities and countries requires coordination in actions regarding operations, customers, compliance, legal and other needs.

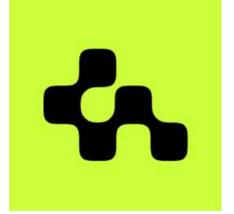
EFFICIENCY

The company created a feedback model that helps us measure performance with customers, departments, employees, and contractors.

THE GOVERNANCE MODEL HELPED CREATE REGULATORY RULES REGARDING SMOOTH REPORTING, ETHICAL BEHAVIOR, RESPECT FOR CUSTOMERS AND PARTNERS, TEAM MEMBERS AND OTHER EMPLOYEES, AND INCLUSIVE INTERACTION AND INVOLVEMENT WITH WORK AND EACH OTHER.

PART 8

SUPPLY CHAIN



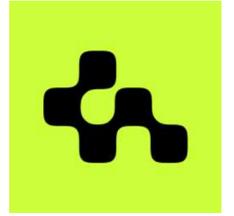
THE COMPANY MAIN TASK IS TO DEVELOP SOLUTIONS THAT WILL BE THE MOST EFFECTIVE INVESTMENT FOR OUR CLIENTS. THEREFORE, COMPUTOOLS TRY TO COMMUNICATE ALL INFORMATION TO CLIENTS SO THEY CAN UNDERSTAND THE ANSWER TO EACH OF THEIR QUESTIONS.

THE SYSTEMATIC APPROACH IS THE PRIMARY TOOL IN OUR RELATIONSHIP WITH CLIENTS. WITH COMPUTOOLS ESTABLISHED SUPPLY CHAIN, FORM BRILLIANT COOPERATION WITH CUSTOMERS AND PARTNERS. IT ALSO ENABLES TO CONTROL THE QUALITY OF THE SOLUTIONS.



PART 9

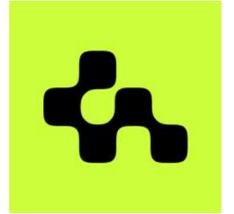
SUSTAINABLE DEVELOPMENT GOALS (SDGS)





ENSURING HEALTHY LIFESTYLES AND PROMOTING WELL-BEING FOR ALL AT ALL AGES

- The core of the company's entire corporate social responsibility organization is to benefit employees, the environment, and society. Computools team is always ready to support and help the most vulnerable population segments, such as children's rehabilitation centers, orphanages, and animal shelters. The company does not just donate to charities that do it but also participates directly in social charity events together with its employees.
- In addition to charity, the company's management expresses concern for its workforce's health, promoting a healthy lifestyle and a solid work-life balance. The company's offices have special areas where employees can exercise and play board games. In addition, the company cooperates with representatives of sports clubs and swimming pools, providing employees with discounts on visits to fitness centers and swims.
- In the wake of the pandemic, many employees could switch to a completely remote job so as not to put their health at risk. However, with the onset of Russia's widespread invasion of Ukraine, the company has not only maintained a remote work mode but has also helped many employees move to safer locations.

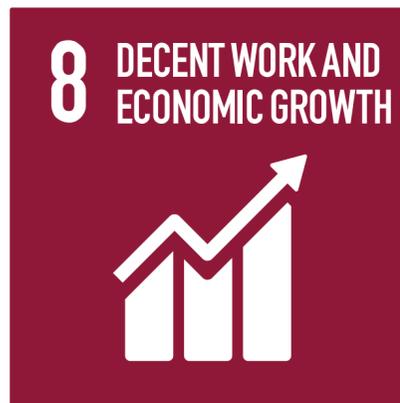
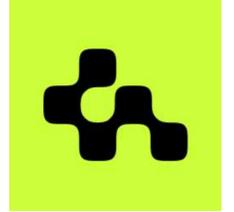


ENSURING INCLUSIVE AND EQUITABLE QUALITY EDUCATION & PROMOTING LIFELONG LEARNING OPPORTUNITIES FOR ALL

- Computools try to promote this idea to the masses, emphasize the importance of training, and develop programs for introducing IT to educational institutions. The company hold lectures at universities.
- In addition, Computools conduct various courses for future IT specialists based on our own company. The company experts supervise the training. Sometimes, after completing our courses, some students get an opportunity to practice in our company with further employment.
- However, the company pay attention not only to college and university students. Computools also try to attract high school students to the industry. Until February 24, school excursions often visited the company's office.



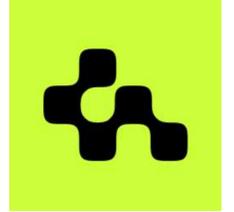
GENDER EQUALITY AND SUPPORT FOR PEOPLE WITH DISABILITIES AND PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL



- The company fully share this approach and contribute to its development within the company in every way possible.
- Computools has always been close to human values, especially gender equality. As of 2022, women make up nearly 59% of the company's management positions. The company is committed to the idea of selecting employees based on their knowledge and effectiveness for the company, not on any other grounds.
- Aside from management positions, the overall gender ratio among all company employees tends toward the midpoint. At the same time, the chance of promotion and obtaining a leading technical role is the same for all of them.
- The company also hire employees with disabilities for various positions, providing them with flexible working conditions.



BUILDING SUSTAINABLE INFRASTRUCTURE AND FOSTERING INNOVATION



01.

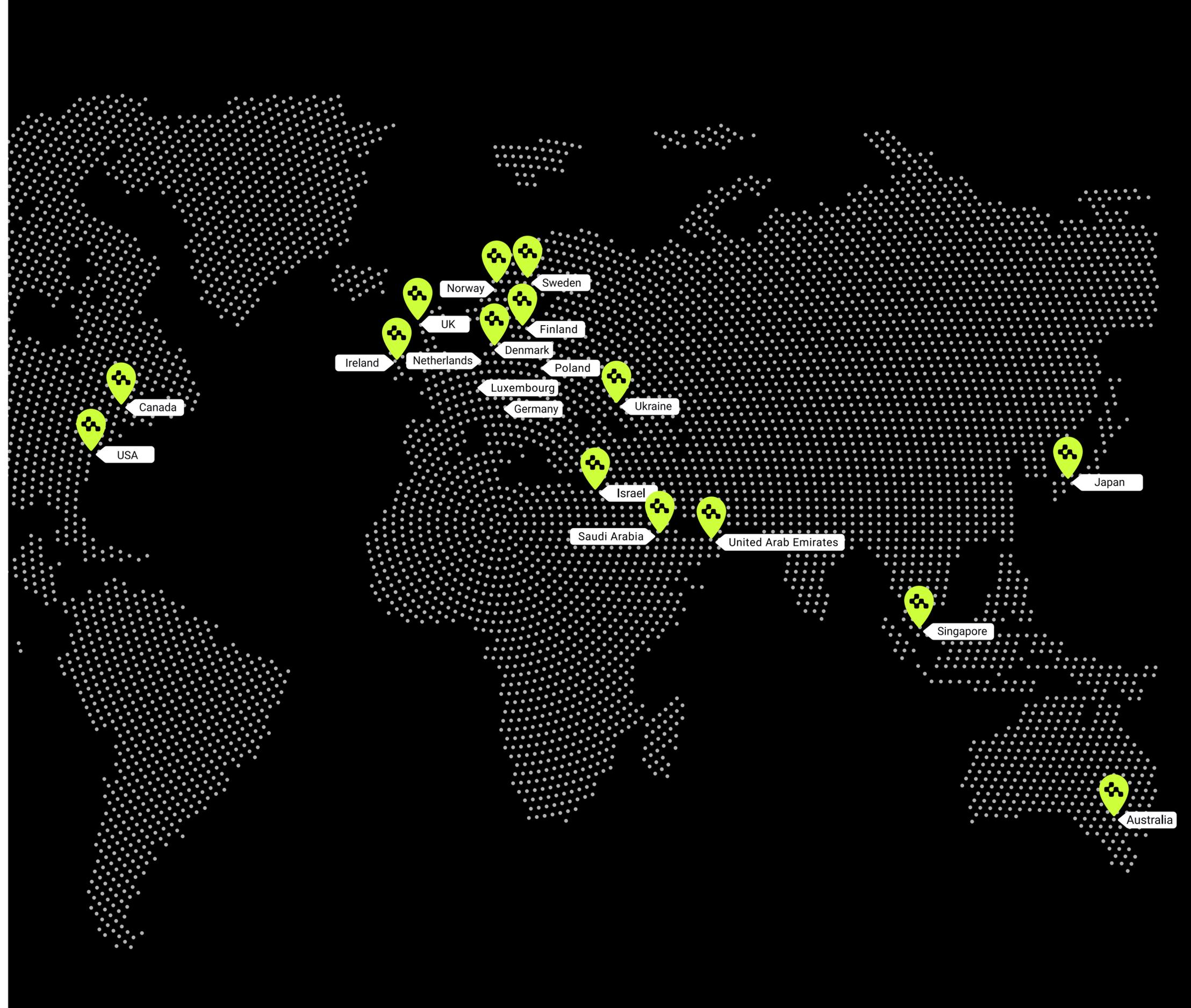
The offices' infrastructures are carefully considered to the finest detail. Each office has comfortable spaces where employees can work, rest, have meals, hold meetings, and exercise during breaks. The company recognizes that a lack of fresh air can harm employee health and productivity, so every office has open spaces.

02.

Computools also ensure that offices are not cluttered with trash. A clean and comfortable space promotes a healthy and productive work environment.

03.

The company does not forget that employees need to relax and are sometimes distracted from work. So the offices have PlayStations, a massive selection of board games employees enjoy using during their lunch break or after work.



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