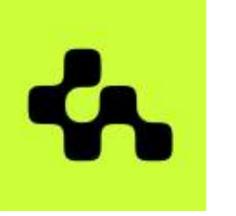


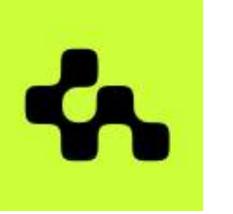
COMPUTOOLS



CORPORATE SOCIAL RESPONSIBILITY REPORT 2023



CONTENTS



ABOUT COMPUTOOLS

Part 1

COMMUNITY INVOLVEMENT & DEVELOPMENT

Part 2

LABOR PRACTICES

Part 3

HUMAN RIGHTS

Part 4

FAIR OPERATING PRACTICES

Part 5

ENVIROMENTAL IMPACTS

Part 6

CONSUMER ISSUES

Part 7

ORGANIZATIONAL GOVERNANCE

Part 8

SUPPLY CHAIN

Part 9

SUSTAINABLE DEVELOPMENT GOALS

CONTACTS

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:

CONSTRUCTIVENESS

With Computools, innovation comes as standard. Clients trust us for our clarity, structure, high performance and focus on the results.

FUTURISM

The future is under control. We are a company of visionaries, people who deliver unique solutions that create tangible, long-lasting impact.

HUMANISM

We are digital humanists at heart. Our platforms, applications and solutions have an overarching purpose: to enable our clients to take good care of their clients. Human-centered approach is at the heart of everything we do.

COMPUTOOLS INDUSTRIES

HEALTHCARE	FINANCE
LOGISTICS	TRAVEL & HOSPITALITY
EDUCATION	SOCIAL NETWORKS

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

1. FOCUSED ON PEOPLE

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

2. EFFECTIVE

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

3. RESOLVE ISSUES OPENLY

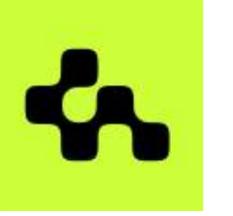
- OPEN
- SPEAK CONCISELY AND CLEARLY
- CLARIFY TO MAKE IT CLEAR
- TAKE INITIATIVE IN RESOLVING ISSUES

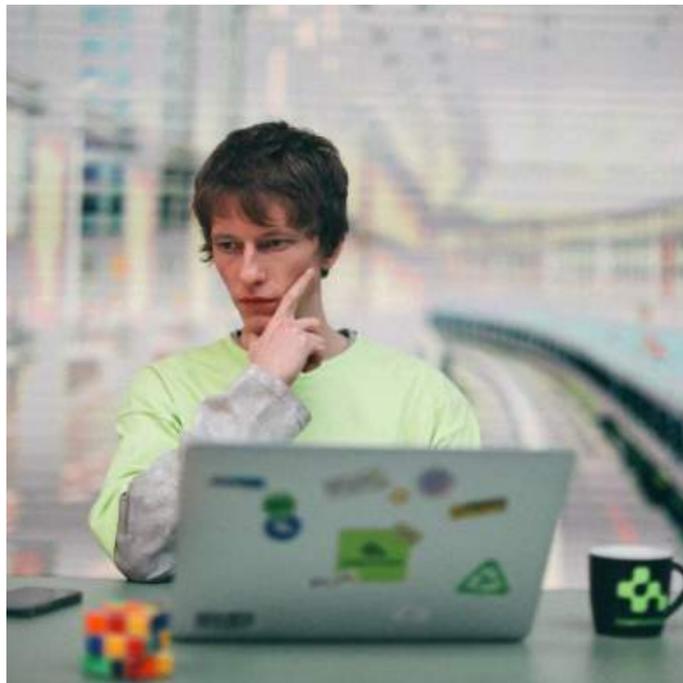
4. DISCIPLINED

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

PART 1

COMMUNITY INVOLVEMENT & DEVELOPMENT





COMMUNITY INVOLVEMENT



Computools believes nurturing education, culture and various social aspects leads to holistic societal development. The company is passionate about promoting technological knowledge among employees and potential talents, customers, and enthusiasts eager to explore the IT field. The dedication extends to supporting specialised school and student courses at local educational institutions, providing internships for young professionals, and actively sharing knowledge in the digital space.

Through webinars hosted on Computools YouTube channel, where experts delve into technologies like React and Flutter, they clarify their application, benefits and how they contribute to project development, ensuring knowledge dissemination reaches the masses.

EDUCATION & CULTURE

Computools continually strives for advancement and progress. One of its fundamental principles is constantly improving its professional and personal workforce. The company's guiding motto, 'Be better today than you were yesterday', emphasises the importance of continuous improvement.

Computools implements a comprehensive individual development plan tailored to each specialist's needs to achieve this. This plan focuses on nurturing soft and hard skills and expanding their knowledge base. As employees progress through their careers, they follow a growth matrix that outlines specific skills and technologies to master, enabling them to ascend from lower to higher levels of expertise.

Central to this development process is the presence of dedicated managers who mentor the employees. These managers provide guidance and support, facilitating accessible and integrated growth and development.

By investing in the professional development of its staff, Computools ensures enhanced performance, both at the individual level and as a collective of industry experts. This commitment to continual improvement bolsters the company's overall success and fosters a culture of excellence.

INTERNAL LECTURES



Computools fosters a culture of continuous learning and knowledge sharing by organising regular technical lectures for its employees. These engaging sessions delve into various specialist topics, focusing on critical engineering aspects, cutting-edge tools, methodologies and other essential facets related to project work. These lectures empower the team with the latest industry insights and encourage a collaborative environment where employees can exchange ideas and stay at the forefront of technological advancements. As a result, Computools remains at the vanguard of innovation, delivering top-notch solutions to its clients worldwide.



LEARNING BOOST

Within the company, education holds a special place, and the company actively strive to support and inspire our audience. One of the ways Computools achieve this is by providing valuable advice and recommendations on our official social media channels, such as Telegram and Facebook. Computools understand that learning is a continuous process, so the company share various recommendations on educational materials and more. The company goal is to help audience access valuable, up-to-date information contributing to their growth and development. Computools firmly believe that education is the key to success and delighted to share knowledge and experience.



INTERNSHIP



Computools offers internship opportunities for students to secure positions within the company. To ensure the internships align with the university curriculum, Computools crafts a comprehensive programme tailored to meet academic requirements. Computools actively promotes a relationship with academic institutions, fostering a dynamic exchange of ideas and expertise. This proactive approach benefits students and empowers the company to tap into a fresh pool of talented individuals who bring innovative perspectives. As part of the company commitment to nurturing emerging professionals, Computools serve as career ambassadors for the IT Generation project.

ENGLISH LESSONS

Computools prioritises English language proficiency, offering free courses to enhance employee efficiency. These courses cover writing and speaking skills, and successful completion leads to a proficiency certificate.

Moreover, a specialised programme focused on technical English was introduced, aligned with technologies like Node.js, PHP and Angular. This initiative, guided by technical leaders, resulted in the seamless integration of graduates into the workforce, highlighting the impact of tailored language training on career growth.

Inspired by these successes, Computools continues to invest in skill-building programmes. An English language programme is being implemented for our marketing team, aimed at enhancing communication with clients, and expanding to other divisions with positive feedback.

EMPLOYMENT CREATION & SKILLS DEVELOPMENT



To foster employment creation and skills development, Computools implements a multi-faceted approach aimed at empowering individuals and driving economic growth. Through various initiatives, Computools strives to bridge the gap between talent and job opportunities while nurturing a workforce with the necessary skills for success.

In addition to training, Computools actively ensures personnel benefit from all the company's advantages. This includes an extended social package, ample opportunities for professional growth, active participation in corporate events, health, and sports support, and an array of small but delightful bonuses.



TECHNOLOGY DEVELOPMENT AND ACCESS

Advancing in the IT industry is attainable and straightforward, with abundant opportunities. The company prioritises enhancing employees' professional skills by offering comprehensive training programmes and encouraging participation in internal and external conferences for knowledge exchange. Additionally, online educational courses, video lessons and workshops make learning more convenient, especially during challenging times like pandemics and wartime events.

The company's commitment to providing access to educational resources and knowledge-sharing platforms creates a collaborative and supportive work environment. This synergy between professional growth and technological accessibility propels the company towards greater success in the rapidly changing digital world.



WEALTH AND INCOME CREATION



Computools wholeheartedly embraces opportunities to enhance quality of life and promote overall well-being within the organisation and the broader community. Its dedicated employees actively engage in initiatives to foster societal well-being and empower individuals. They are committed to enriching the education of young adults, equipping them with essential IT skills to thrive in the ever-evolving technological landscape.

Furthermore, the company actively seeks partnerships with organisations and institutions that share corporate vision for creating positive impacts through technological advancements. By investing in projects that uplift the underprivileged and marginalised, Computools aspires to bridge the digital divide and ensure a more inclusive and prosperous future for all. Wealth and income creation should benefit businesses and serve as a driving force for positive social change.

EMPLOYEE SUPPORT

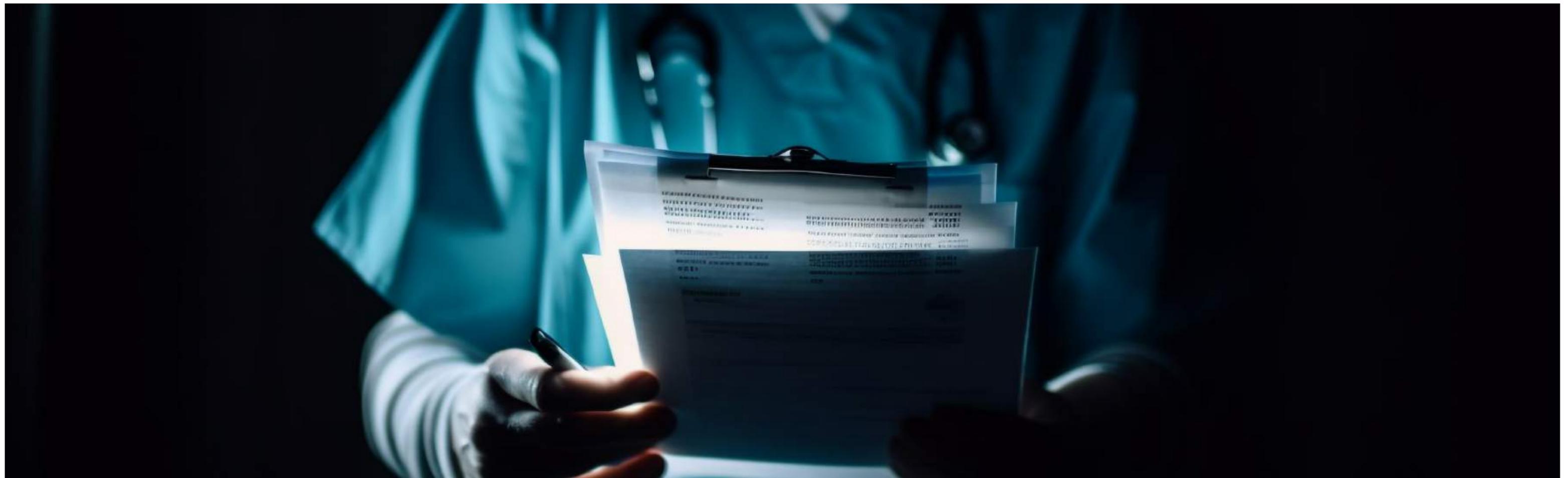
The company maintains its commitment to supporting employees. In times of need, we extend our support by facilitating equipment and technology transfers, ensuring that our employees have the tools they require. Furthermore, our company has successfully implemented remote working arrangements, allowing our team members to work from the safety of their homes instead of commuting to the office.

In remote work, we also provide necessary technology to our employees, ensuring that they are well equipped for their tasks and can remain productive and engaged regardless of their work location. Our commitment to our employees' well-being and support underscores our dedication to fostering a strong and resilient workforce.

HEALTH



- **Comfortable Work Environment:** One of the company's main objectives is to create a healthy work environment that fosters comfort and positive interactions among employees.
- **Support for Health Improvements:** The company supports employees' health by providing access to medical services and facilities such as swimming pools and sports activities.
- **Dissemination of Health Information:** Essential health information is shared with employees through various internal communication methods.
- **Assistance for Severe Illness:** Computools offers financial and informational support to employees dealing with severe illnesses.
- **Aid for Health-related Accidents:** In cases of accidents leading to health problems, the company provides both financial and informational support.
- **Embracing Telecommuting:** In response to negative factors caused by war, the company endorses telecommuting and offers financial and technical incentives.





SUPPORT FOR THOSE IN NEED



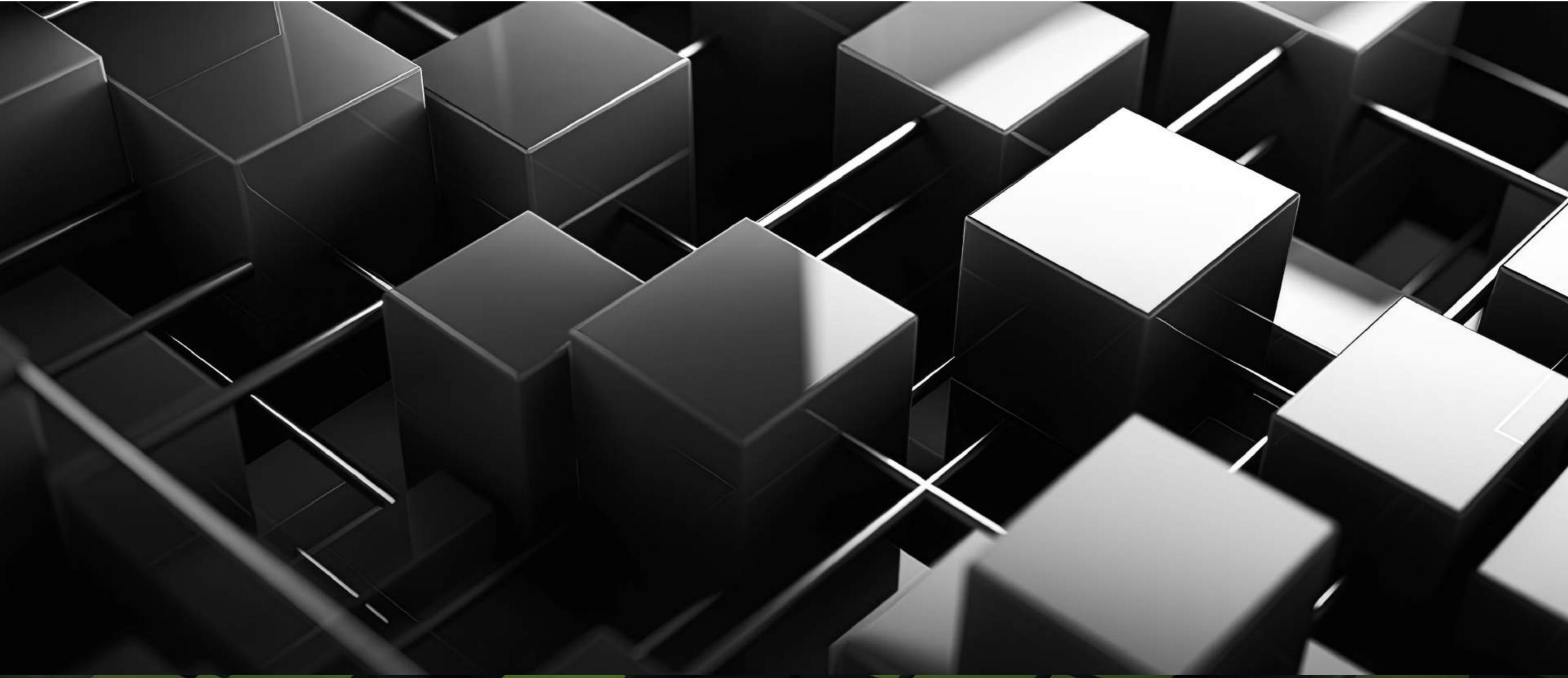
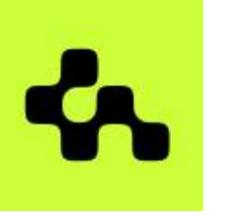
Computools persist in making an impact within the company and in the broader community. Through various initiatives, the company focus on supporting animals in need and individuals requiring assistance. The company actively promote fundraisers to aid animals, utilising internal groups to identify homes for homeless animals and ensure their well-being. Additionally, these efforts extend to providing aid for those in the military and beyond as the company continue to contribute to various campaigns and fundraisers dedicated to supporting the deserving. Computools dedication to supporting those less fortunate underscores the company belief in the power of collective action, fostering a sense of unity and compassion among our team members and beyond.

VOLUNTEERING

Computools facilitates the procurement of essential supplies for the Army, such as SUVs, ambulances and thermal imaging cameras. Additionally, the company collaborates with body armour manufacturers, sponsoring their efforts and equipping defenders with necessary computer equipment. Furthermore, not limiting their support to corporate initiatives, company employees frequently organise point-to-point fundraisers to acquire supplies for the Army directly. During their free time, these compassionate individuals engage in volunteering efforts, reaching out to help those who are struggling and in dire need of assistance, including the homeless, jobless and those seeking livelihood opportunities.

PART 2

LABOR PRACTICES



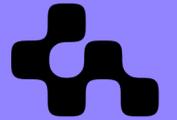
EMPLOYMENT AND EMPLOYMENT RELATIONSHIPS



Employment and employment relationships hold significant importance within the company, and a key aspect of this is the onboarding process. To ensure a seamless and efficient onboarding experience, all procedures are meticulously elaborated and comprehensively outlined in a detailed manual available on a dedicated website. The company takes pride in fostering a transparent corporate culture, which contributes to a practical and comfortable employment and interaction process for its employees. The positive outcomes of surveys serve as testimony to the success of these efforts in creating a supportive and engaging work environment.



CONDITIONS OF WORK AND SOCIAL PROTECTION



PROFESSIONAL DEVELOPMENT AND GROWTH

The professional development of employees is an essential component of the corporate culture. Computools creates growth conditions through consulting, coaching and mentoring by company experts.

EMPLOYEE-CENTRIC OFFICES

Offices are more than just a workplace. The employees spend most of their day there, so they have areas for rest, light exercise, changing activities, and areas for meals and team-building activities. But, of course, since 24 February 2022, the offices in Ukraine have been open only during safe hours.

WORK-LIFE BALANCE AND WELL-BEING

The company pays attention to ensuring that employees have a work-life balance, are not overwhelmed, and are satisfied with their conditions and workload.

COMPREHENSIVE MEDICAL SUPPORT

The company make sure medical care is available, pay for sick leave, and provide financial assistance in case of severe illness or injury.

SUPPORT FOR DISPLACED EMPLOYEES

Computools provides employees displaced by war with everything they need to work in their location.

SEAMLESS RELOCATION ASSISTANCE

The company helps find accommodation for employees who have left Ukraine or have relocated within the country, coordinates their mobility, helps them find housing, and provides equipment for their work.

SOCIAL DIALOGUE



EMPLOYEE FEEDBACK AND SURVEYS:

The company actively conducts surveys to gather opinions from employees and contractors on critical topics influencing the organisation's behaviour and development policies. These efforts aim to maintain high job satisfaction and foster a positive employee atmosphere.

VALUING SATISFIED EMPLOYEES:

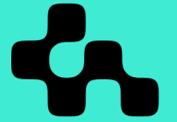
The company's success hinges on employees' satisfaction. As such, the management is committed to attentive listening and being receptive to suggestions from all team members.

ENCOURAGING EMPLOYEE INITIATIVES:

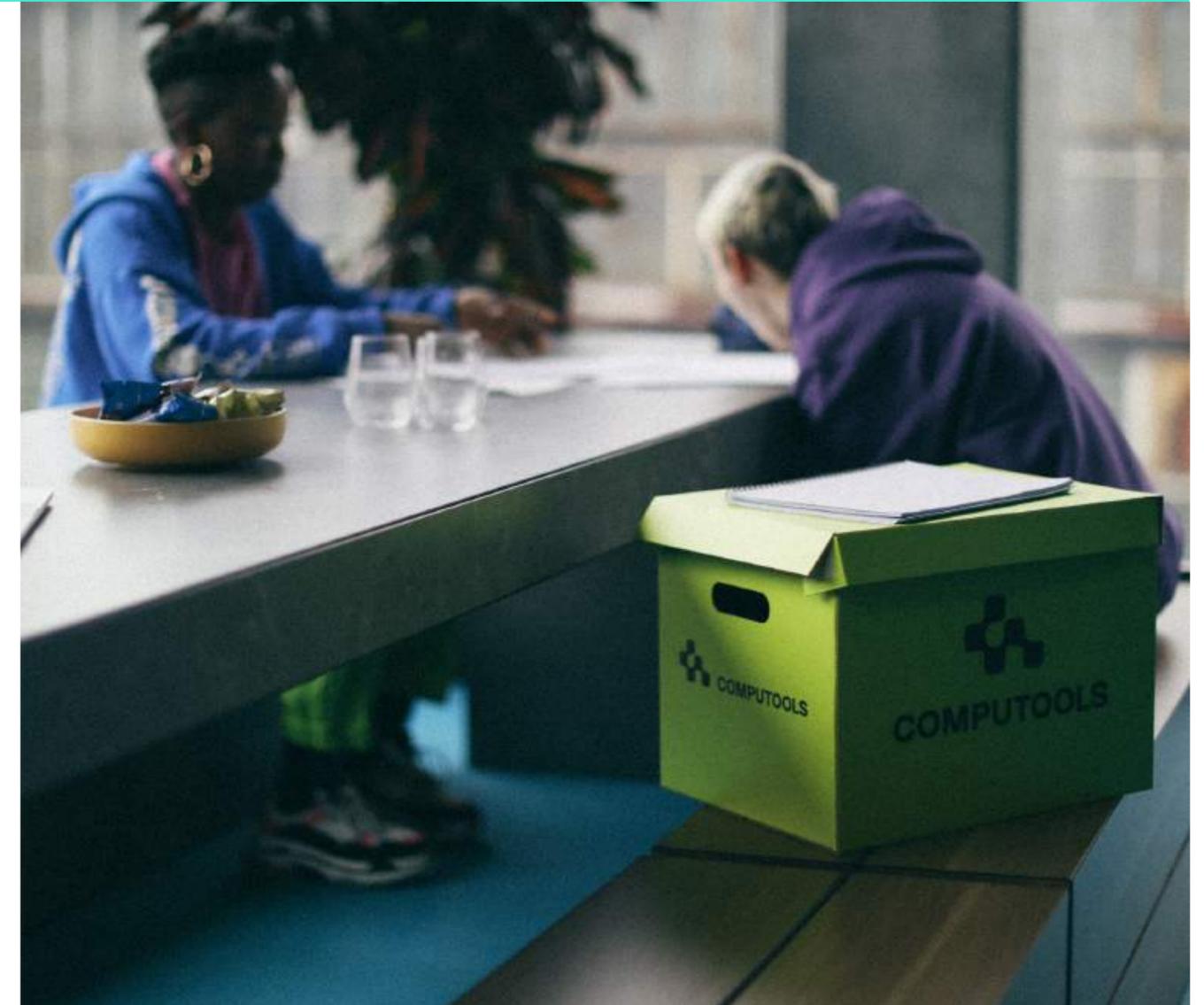
In the workplace, employees are encouraged to share their ideas and suggestions for enhancing projects, teams or departments. Management welcomes and embraces such initiatives as part of the commitment to continuous improvement.



HEALTH AND SAFETY AT WORK



1. Ensuring the well-being of employees is a top priority for the company. In the offices, all necessary safety measures have been diligently implemented, including anti-fire protocols and other regulatory standards.
2. Offices in Ukraine feature underground parking lots that serve as a fully equipped bomb shelter in emergencies. This additional safety provision offers reassurance to employees, knowing that they have measures to handle unforeseen situations with care and preparedness.
3. Focusing on comprehensive safety protocols, vigilant monitoring, and emergency preparedness creates a work environment where employees can thrive, knowing their health and safety are well taken care of.



HUMAN DEVELOPMENT AND TRAINING IN THE WORKPLACE



Computools prioritises team members' continuous growth and development, supporting them in their journey from interns to top managers. The company understands the significance of personal and professional growth and strives to foster an environment encouraging learning and expertise in each employee's field.

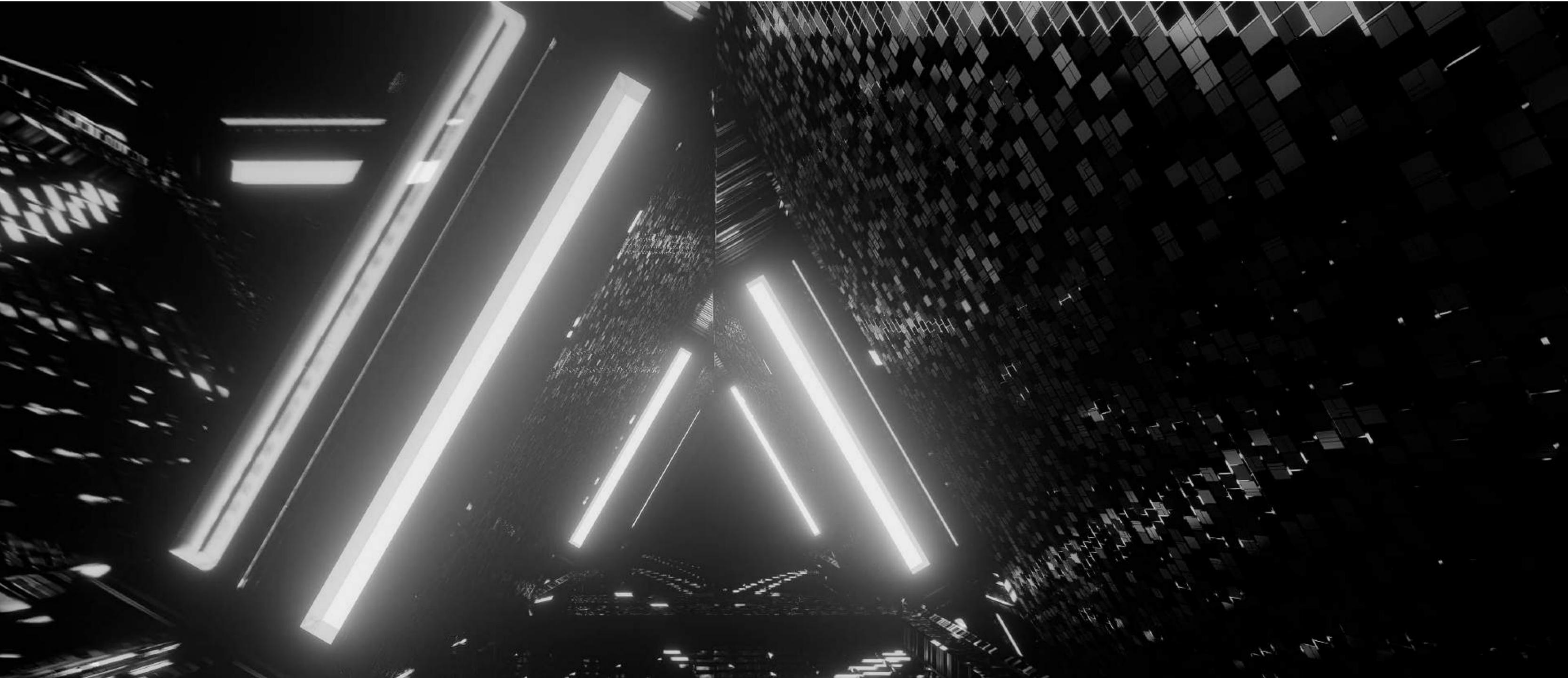
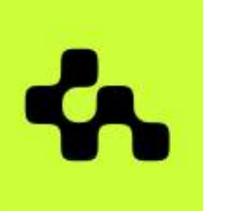
To achieve this, the company tailors individual development plans for every employee, recognising that each person's path to growth is unique. The company actively invests in employees' advancement by covering the costs of certifications and facilitating their participation in relevant conferences.

Additionally, management offers free internship training programmes to provide hands-on learning experiences and practical skills development. Furthermore, for those employees pursuing passive internships outside the company, the company has dedicated tech leads who act as mentors, offering guidance and support to ensure their growth and learning remain consistent and fruitful.



PART 3

HUMAN RIGHTS



CONDITIONS OF WORK AND SOCIAL PROTECTION



01.

COMPLIANCE WITH INTERNATIONAL STANDARDS

Computools places great emphasis on adhering to human rights principles, ensuring that all risk situation guidelines align with international norms and legal standards of law enforcement.

02.

COMPREHENSIVE PERSONNEL TRAINING

The commitment to safety includes providing extensive training for all personnel, whether permanent, temporary or contractual employees. This training encompasses human rights awareness, equipping the workforce with the knowledge and tools to safeguard these rights.

03.

ETHICAL SUPPLY CHAIN MANAGEMENT

As part of moral practices, Computools strictly refrains from providing goods or services to organisations known for perpetrating human rights abuses. They maintain a steadfast stance against any association with such entities.

04.

RESPONSIBLE PARTNERSHIP SELECTION

In line with the dedication to upholding human rights, Computools meticulously vets potential partners and avoids collaborations with companies with a history of committing human rights abuses. All partnerships reflect unwavering commitment to ethical conduct and respect for human dignity.



1. STREAMLINED PROBLEM-SOLVING

At Computools, all well-defined processes, guidelines and efficient coordination among departments, coupled with diverse communication channels, empower employees to swiftly resolve any challenges they encounter. It ensures that issues are addressed promptly, promoting a seamless and productive work environment.

2. ACCESS TO COMPETENT ANSWERS

Computools prioritises effective communication by directing all questions to the individuals best equipped to provide competent answers. This approach fosters a culture of knowledge sharing and ensures that employees receive accurate and timely information, facilitating informed decision-making.

3. CULTIVATING GROWTH AND EFFICIENCY

Computools promotes accelerated professional growth and heightened efficiency by fostering experience-sharing and offering comprehensive informational assistance. This collective growth mindset contributes not only to individual satisfaction and well-being but also drives the overall progress and success of the company.

DISCRIMINATION AND VULNERABLE GROUPS

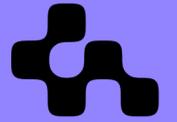


The company firmly upholds the principles of democracy, recognising that any form of restriction on civil, economic or socio-cultural rights based on gender, race, class or religion violates citizenship status. The company is committed to creating an inclusive and equitable work environment where all employees are legally protected and can concentrate on their tasks without discomfort or discrimination.

By implementing robust processes and policies, Computools ensures that each team member has a supportive and secure setting where their rights are respected, and they can fully engage in their professional responsibilities. Upholding these values strengthens the organisation and reinforces the commitment to supporting human rights and promoting diversity and equality at every level of the company.

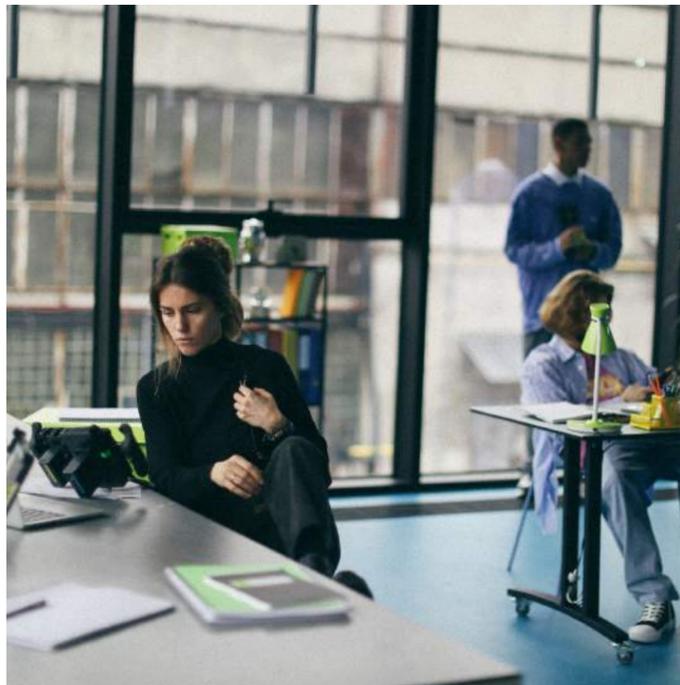


FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK



The company takes great pride in promoting and safeguarding equal human and civil rights, ensuring that individuals, regardless of gender, race, nationality, language, heritage, property, official position, residency, religious beliefs or affiliations with public organisations, are treated fairly and respectfully. They are committed to fostering a diverse and inclusive work environment where everyone can thrive and succeed.

Computools firmly upholds the rights of every employee to work in a secure and hygienic setting and be justly rewarded for their contributions without bias or discrimination.



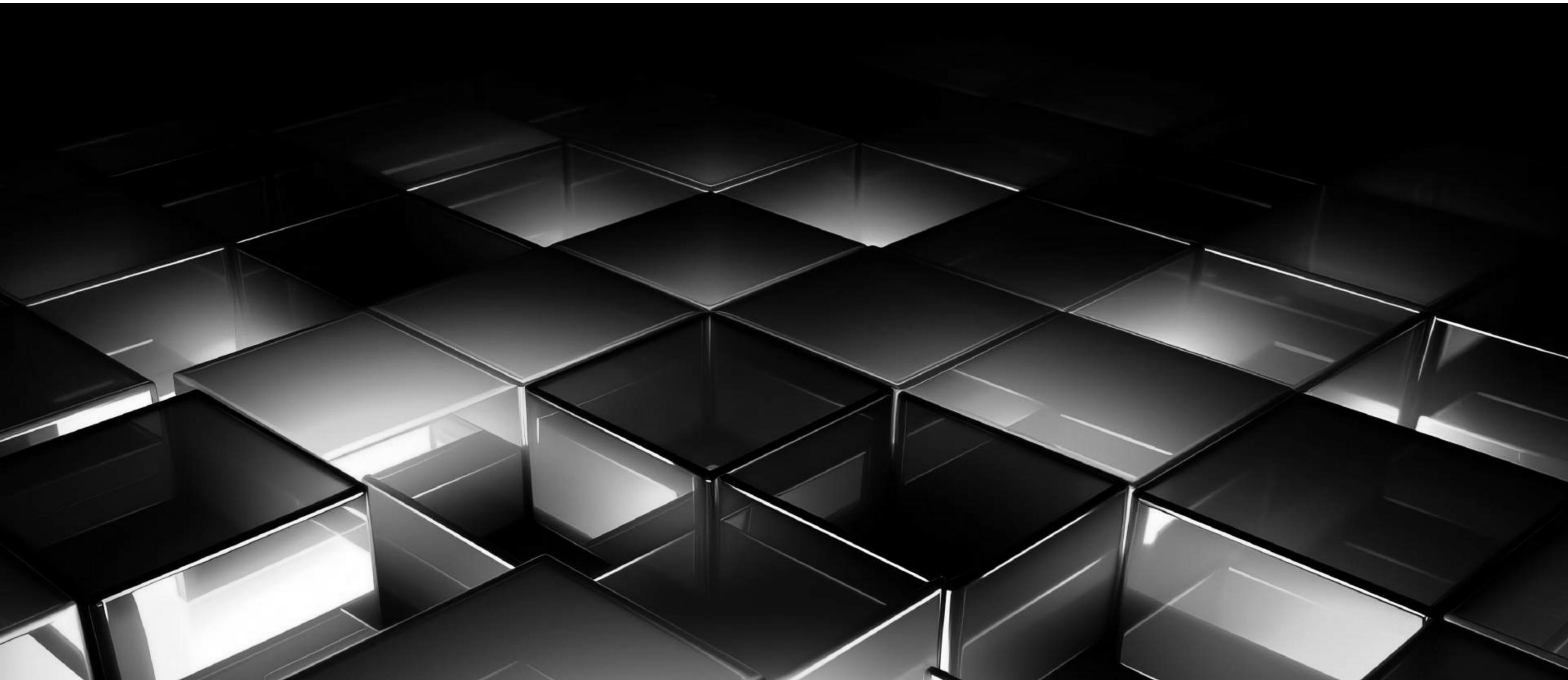
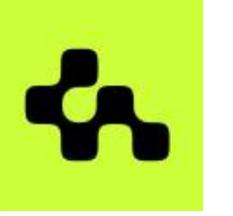
CIVIL, POLITICAL, ECONOMIC, SOCIAL & CULTURAL RIGHTS

Computools is committed to fostering a professional and respectful environment for all stakeholders, including employees, customers, and contractors. They prioritise treating everyone with dignity and fairness, regardless of age, position, appearance, nationality, race or gender.

The well-organised and efficient HR department is critical in maintaining a harmonious company atmosphere.

PART 4

FAIR OPERATING PRACTICES





ANTI-BRIBERY & ANTI-CORRUPTION LAWS

In compliance with international anti-bribery and corruption laws, the company ensures that all employees and contractors strictly adhere to regulations that forbid any involvement in the bribery of government officials or seeking preferential treatment in business transactions.



COMPLIANCE WITH THE LAWS OF DIFFERENT COUNTRIES

Computools, its personnel and contracted associates are fully accountable for complying with the comprehensive legal framework and regulations of Ukraine, the United States and all other operational countries. These encompass a wide range of mandates, such as export restrictions, economic sanctions, the Foreign Corrupt Practices Act (FCPA) and various anti-corruption statutes.



RESTRICTING THE INTERNATIONAL ACTIVITIES

As a global entity, the company, its employees and contractors operate within a complex web of legal boundaries and regulations that strictly govern international operations. These encompass a multitude of laws and directives, particularly those that forbid engagement with restricted countries, organisations, entities and individuals deemed illegal or subject to sanctions imposed by the EU or US authorities.



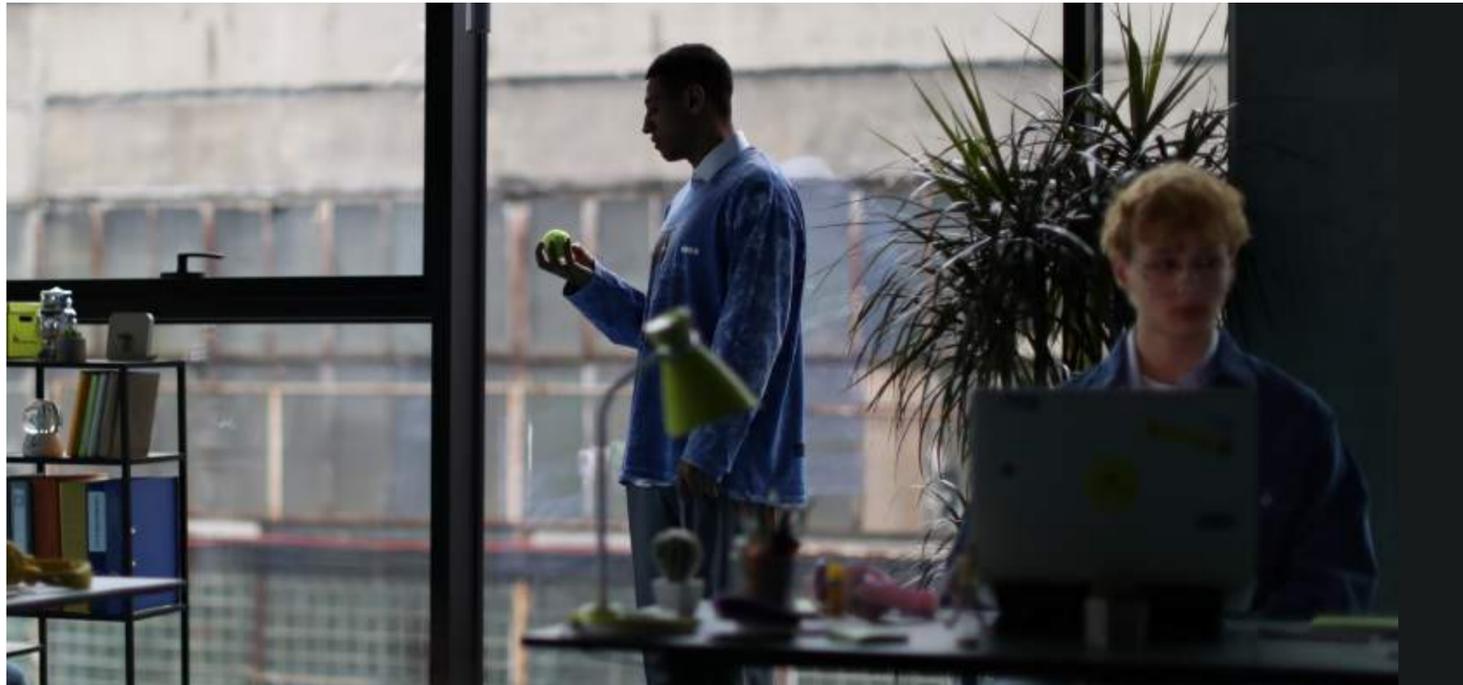
RESPONSIBLE POLITICAL INVOLVEMENT

Computools maintains a strict policy of non-interference with the employees' political views. However, it is essential to note that political activities fall under the purview of the Criminal Code and must be conducted responsibly, ensuring that they do not involve spreading misinformation, misinterpretation, threats or coercion. The commitment to respecting individual political beliefs is balanced with the responsibility to uphold legal and ethical standards in all engagements.



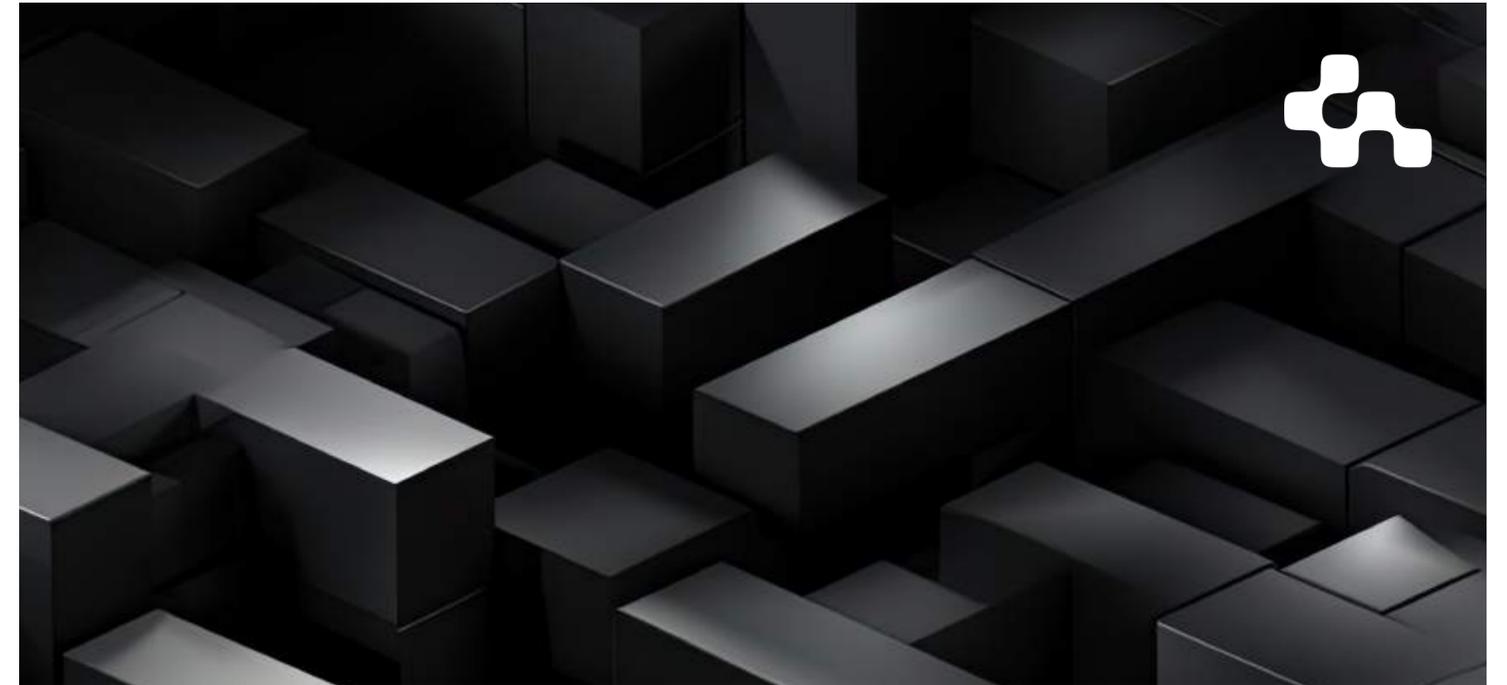
FAIR COMPETITION

1. The company strictly adheres to a comprehensive range of legal measures to protect intellectual property rights, including copyright, trademark, patent, unfair competition, trade secret laws, intellectual property agreements and confidentiality provisions.
2. Distinguishing the company's services and solutions from competitors is paramount to its business strategy. It relies on the unique trademark, trade name, service mark and logo to achieve this.
3. As part of the proactive approach to safeguarding intellectual property, Computools has diligently registered, and continues to register, a significant number of these trademarks to reinforce protection efforts.



PROMOTING SOCIAL RESPONSIBILITY IN THE VALUE CHAIN

At Computools, the policies and procedures concerning the value chain, distribution and contracting are thoughtfully designed to incorporate ethical, social, environmental and societal considerations and prioritise the health and safety of dedicated employees. When establishing collaborations with other companies, Computools exercises caution to ascertain that their commitment to social responsibility aligns seamlessly with its own, ensuring that neither party's values are compromised.

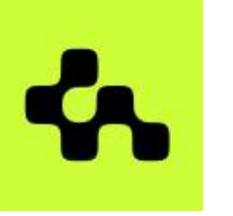


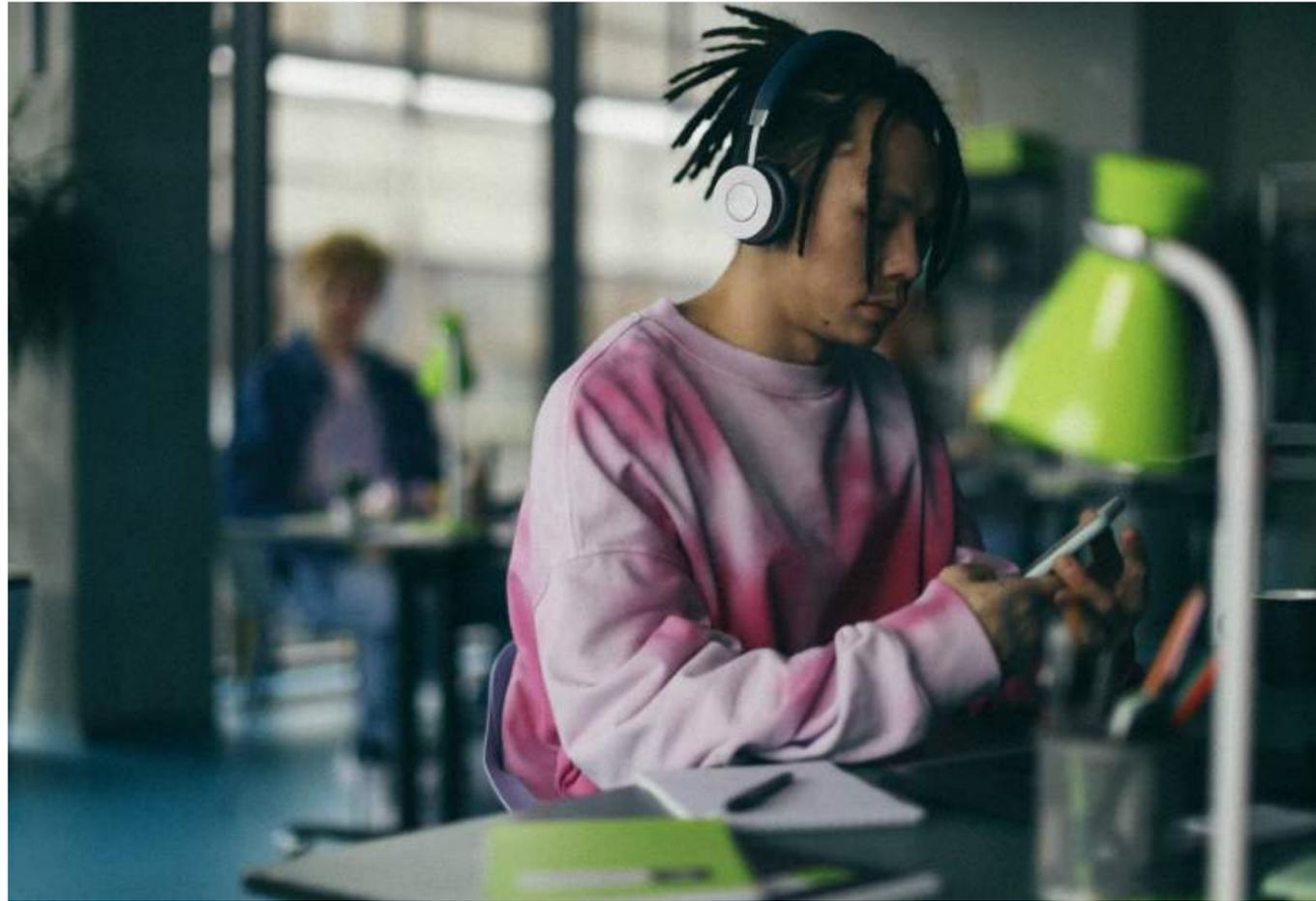
RESPECT FOR PROPERTY RIGHTS

As part of the onboarding process, every newly hired employee receives a comprehensive introduction to 'Statement of Trade Secrets' and must sign a non-disclosure agreement (NDA) to protect sensitive information. Moreover, the company and its employees diligently comply with the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA), both of which entail substantial restrictions and obligations concerning processing personal and property data, prioritising data privacy rights.

PART 5

ENVIRONMENTAL IMPACTS





PREVENTION OF POLLUTION & SUSTAINABLE RESOURCE USE

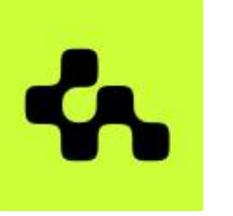
Computools takes the commitment to environmental sustainability seriously. Its proactive approach involves raising awareness about pressing environmental concerns and dedicating significant efforts to ecological initiatives, such as waste segregation and addressing air pollution challenges. To further the impact, the company organises volunteer hours, enabling employees to actively engage in local environmental activities, including tree planting and recycling initiatives.

21000+

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

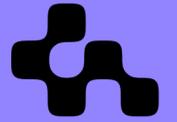


Computools prioritises client transparency. From the first interaction to the final project results, the team ensures clear communication and reporting, fostering seamless collaboration and lasting partnerships.

CONSUMER SERVICE AND SUPPORT

1. At Computools, each client is assigned a dedicated team, supported by a personal manager to ensure effective team–client communication. This approach fosters a dynamic group of proactive professionals, empowering the teams to deliver high-quality solutions.
2. The Computools team adheres to deadlines and quick response times, which garners positive feedback from clients who appreciate the commitment.
3. Computools' creative approach allows exploration of innovative solutions, always striving for the best options to achieve optimal results for the clients.
4. The company emphasises creating a positive and productive atmosphere within teams, recognising that attitude impacts work and interactions, extending the same positivity to clients.

CUSTOMER FEEDBACK AND DISPUTE RESOLUTION

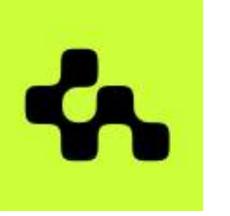


Computools adopts an information-driven approach, gathering valuable inputs to implement solutions that enhance efficiency and productivity. Its team operates on a win-win concept, skillfully resolving queries through effective negotiation strategies, ensuring the best outcomes for all parties involved.

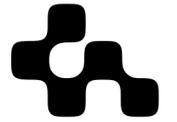


PART 7

ORGANIZATIONAL GOVERNANCE



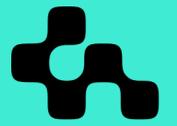
With a diverse workforce of over 250 individuals representing genders, age groups and cultures, Computools embraces a global reach with customers worldwide. This unique environment facilitates intermingling interests from different cultures, countries and religious backgrounds. As a result, the company emphasises the construction of engagement processes that meticulously consider the interests of all stakeholders involved, including employees, partners, investors and customers.



CUSTOMER FEEDBACK AND DISPUTE RESOLUTION

- 1.** Computools fully aligned operational and financial processes with regulatory requirements, allowing management to successfully streamline the flow of information, ensuring efficient data collection, analysis and alignment of activities with strategic goals.
- 2.** Computools bridged the divide between operational goals and reality by defining roles, responsibilities, communication channels and reporting structures, ensuring seamless coordination throughout the organisation.
- 3.** Computools effectively addressed conceptual issues arising from a lack of understanding of the end goals by assigning capable leads who communicated the objectives' relevance to all employees.
- 4.** Computools instituted a robust management feedback system that enables timely identification and swift responses to emerging challenges to stay responsive to operational business needs.

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



01.

CLARITY

Initially, the company encountered minor hurdles in implementing the governance operational management model's principles. However, the leadership took a proactive approach by outlining the mechanisms, roles and responsibilities, resulting in a successful outcome.

02.

TRANSPARENCY

Fulfilling responsibilities per these principles entails establishing transparent decision-making and risk management boundaries. At the company, the administration has visibly defined limits for investments, transactions and risk exposure that need to be communicated.

03.

COORDINATION

With management spread across various cities and countries, ensuring efficient coordination among units concerning operations, customers, compliance, legal and other requirements is crucial.

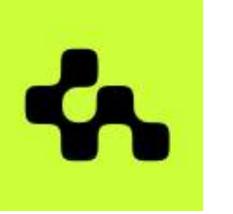
04.

EFFICIENCY

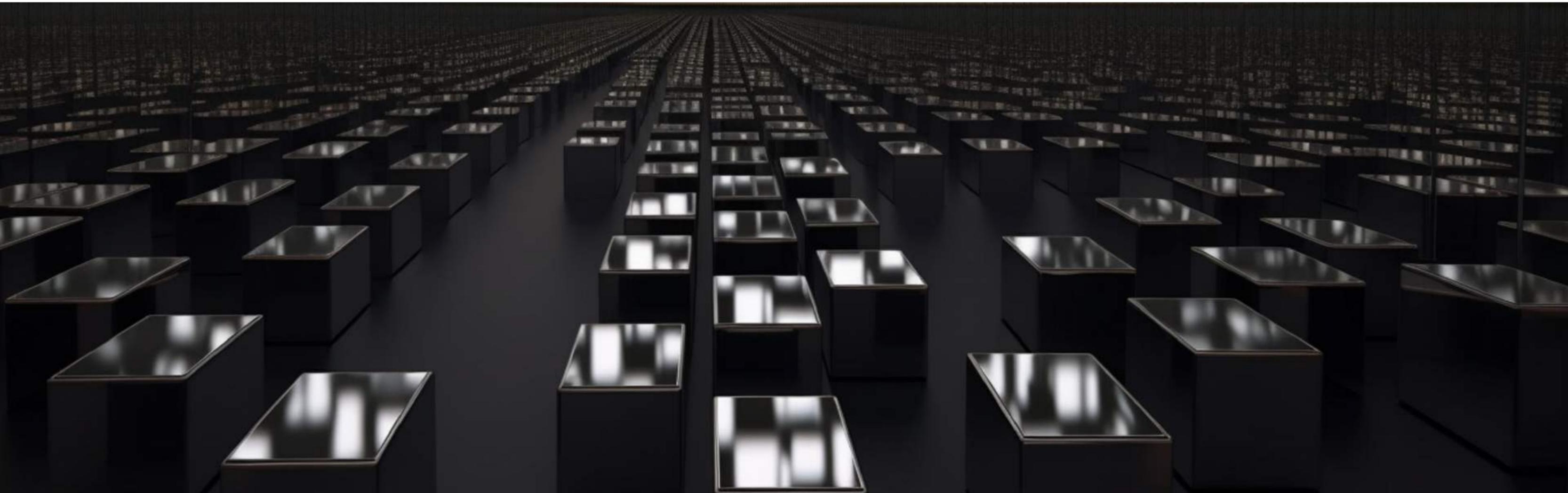
To measure performance effectively, Computools has devised a robust feedback model that encompasses customers, departments, employees and contractors, optimising overall efficiency.

PART 8

SUPPLY CHAIN

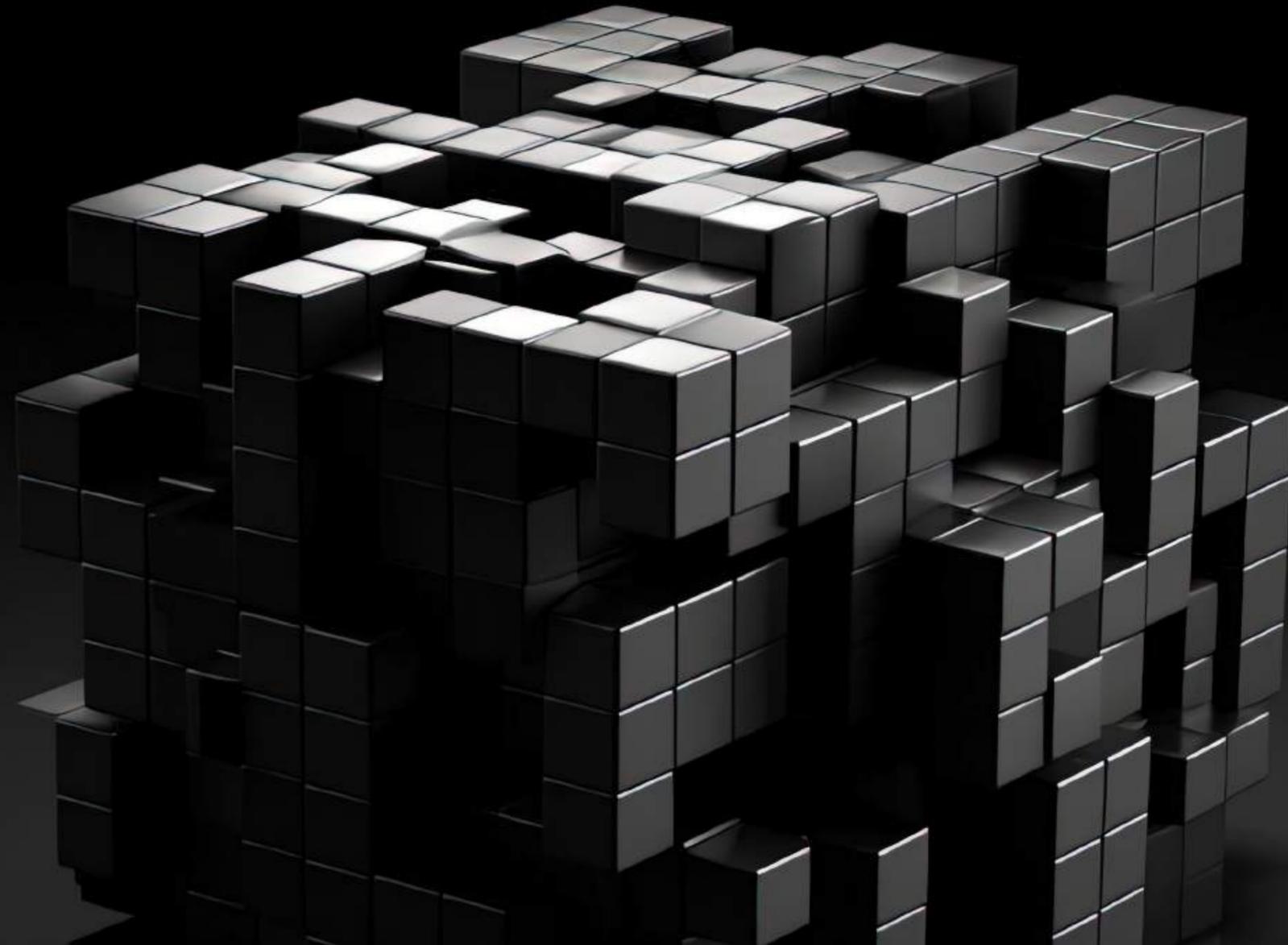
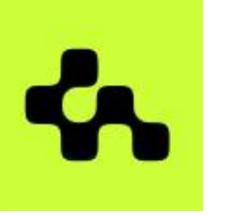


At Computools, the primary objective within the supply chain is to develop highly effective solutions that represent the best possible investment for the clients. In pursuit of this goal, teams emphasise transparent communication, ensuring that all information is readily available to comprehensively address clients' queries. A systematic approach is the foundation of client relationships, allowing the fostering of brilliant cooperation with customers and partners. Furthermore, the well-established supply chain enables the maintenance of rigorous quality control over the solutions the teams deliver.



PART 9

SUSTAINABLE DEVELOPMENT GOALS (SDGS)



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



3 GOOD HEALTH AND WELL BEING



The foundation of Computools' corporate social responsibility lies in benefiting employees, the environment and society. The extensive team at the company is always prepared to support and assist vulnerable populations, including children's rehabilitation centres, orphanages and animal shelters. Not only does the company contribute to charitable organisations but it also actively participates in social charity events alongside the team. Furthermore, the company management emphasises the well-being of its workforce. Computools promotes a healthy lifestyle and encourages a solid work-life balance. Special office areas are dedicated to exercise and board games, fostering a healthier and more enjoyable work environment.

Additionally, the company collaborates with sports clubs and swimming pools, offering employees discounts on fitness centres and swimming facility visits. Many employees transitioned to remote working to prioritise their health and safety. Amid the war, the company maintained remote working arrangements and assisted many employees in moving to safer locations.

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

4 QUALITY EDUCATION



At Computools, the team strongly believes that educated young individuals shape the future. Hence, the company actively promotes this idea, emphasising the importance of education and developing programmes to introduce IT to educational institutions. The company engages in university lectures and conducts specialised courses for aspiring IT specialists, providing mentorship and potential employment opportunities within the company upon course completion. Moreover, Computools aims to attract high school students to the industry, welcoming school excursions to the office until 24 February 2022.

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



5 GENDER EQUALITY



The company's commitment to humanitarian values, particularly gender equality, remains unwavering. As of 2023, nearly 59% of the company's management positions are held by women. The company firmly stands by merit-based employee selection, choosing candidates based on their knowledge and effectiveness, irrespective of any other criteria. While the overall gender ratio among all employees tends toward equilibrium, equal opportunities for promotion and leading technical roles are available to all. In addition to gender equality, the company actively hires individuals with disabilities for various positions, offering flexible working arrangements tailored to their needs.

BUILDING SUSTAINABLE INFRASTRUCTURE AND FOSTERING INNOVATION

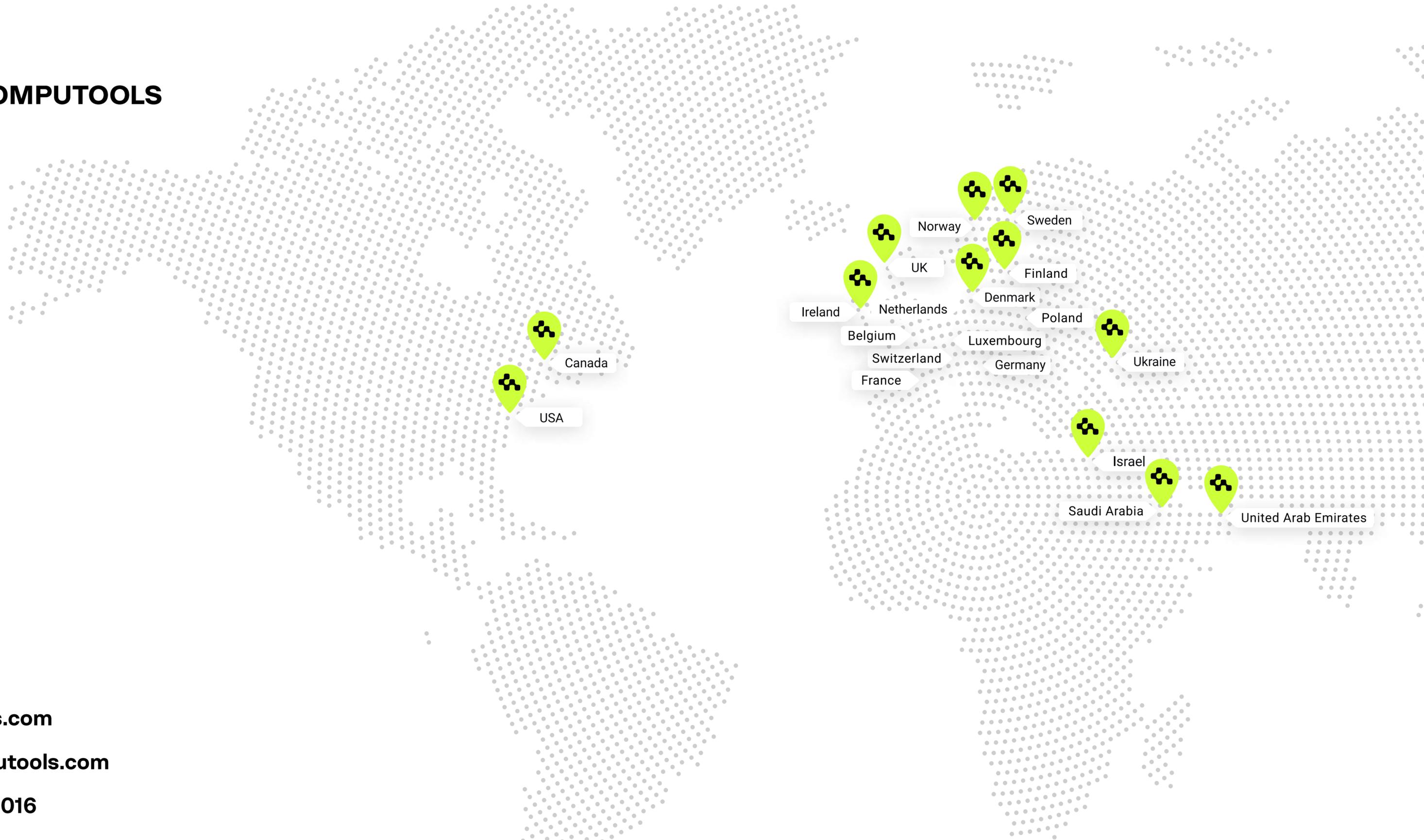
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



The offices are meticulously designed to cater to employees' needs. Comfortable work, rest, meal, meeting and exercise spaces are thoughtfully incorporated. The company recognises the significance of fresh air for employee well-being and productivity, which is why open spaces are present in every office.

Maintaining a clean and inviting workspace is essential for promoting a healthy and productive work environment. Thus, the offices are free from clutter and excessive work paraphernalia.

Computools offers PlayStations and an extensive selection of board games that can be enjoyed during breaks or after work to provide employees with moments of relaxation and distraction.



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