

Sombra[®]

CORPORATE SOCIAL RESPONSIBILITY

| Report 2022-2023 years

CONTENT

■ Introduction	03
■ Objectives	09
■ Mission	10
■ Our Focus	10
■ Our Main Goals	10
■ Directions	11
■ Diversity, Equity, Inclusion and Well-being	13
■ IT Education and People Development	21
■ Environmental Responsibility	31
■ Volunteering	33
■ Sombra for Ukraine Charity Fund	37

Introduction

Sombra is a global software development and consulting company that has a strong presence in Europe, Latin America, Canada, and the US. We specialize in finance, healthcare, e-commerce, energy, logistics, and telecommunications. Founded in 2013, Sombra has grown to over 300 professionals across our primary delivery centers in Latin America and Eastern Europe. We emphasize deep technical expertise and a supportive work environment.

Sombra's mission
transform tech challenges
into success stories

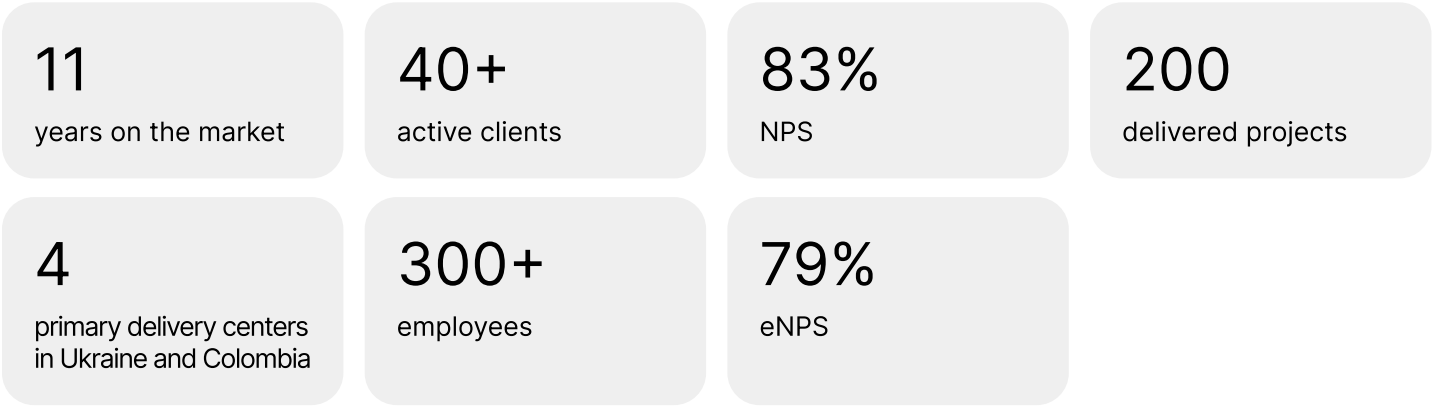


We cultivate an environment where respect and support are fundamental, ensuring everyone feels valued and integral to our shared goals. Sombra uses a modern tech stack: Java, JavaScript/TypeScript, Angular, Node.JS, Python, and .NET.

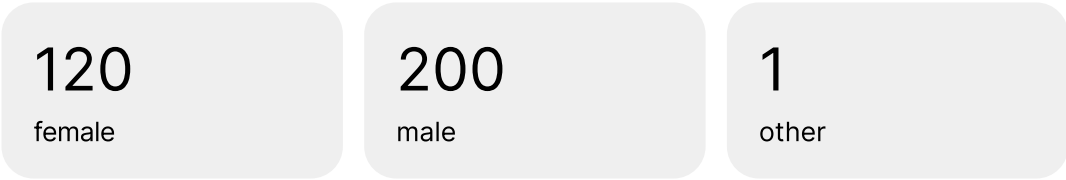
We are committed to finding better solutions and are adaptable to new challenges. Encouraging growth and mentorship are integral to our company, thus fostering a strong IT community and honest, open relationships.

Our goal
is to solve clients' business
challenges and guarantee
complete satisfaction.

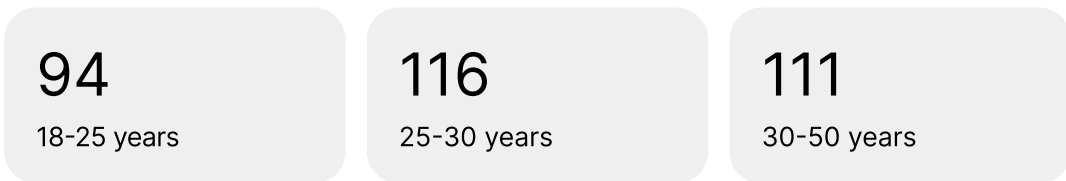
Success through numbers



Gender breakdown



Age breakdown



At Sombra, we strive to be a responsible company that fosters positive societal and environmental changes. Our mission is a reality we realize daily; we are committed to transforming tech challenges into success stories and feel accountable for the outcome. Our corporate social responsibility (CSR) strategy aims to contribute to the communities in which we operate.

Through CSR initiatives, we strengthen relationships with clients and partners, collaborate with organizations, and create a better world for ourselves and future generations. Our CSR philosophy is founded on the "triple win" principle. This means that we achieve corporate business interests, provide quality service to clients, and also support those in need from responsible businesses today in real time.

Viktor Chekh

CHIEF EXECUTIVE OFFICER AT SOMBRA



Together, we are shaping a brighter and more sustainable future.



“At Sombra, we are dedicated to driving positive change. Our mission is to transform tech challenges into success stories that benefit our clients, employees, communities, and the environment. The strides we made in technology and organizational growth throughout 2022 and 2023 are a testament to our commitment.

We placed a strong emphasis on employee development and implemented programs to cultivate a collaborative and diverse workplace.

Looking ahead, we are confident in our ability to achieve even more. Our passion and dedication are the driving forces behind our success. We extend our appreciation for your support and belief in our vision.

OBJECTIVES

Our mission is a reality we realize daily. We strive to transform technological challenges into success stories.

At Sombra, we are dedicated to our mission and implement it in every action and project. We are convinced that our efforts help make the world a better place.

Our focus

At Sombra, we focus on several areas that reflect our values and mission.

Continuous Improvement

As we strive to become a leader in the technology sector, we are constantly enhancing the quality of our services and products.

Employee Development

We actively support our employees' personal and professional growth by providing opportunities for advancement.

Community Development

We pay significant attention to the communities we operate in through our corporate social initiatives.

Our actions reflect our core values

Proactivity

We seek opportunities for development and improvement

Self-Development

We encourage continuous personal and professional growth.

Changes

We welcome change as an opportunity for growth.

Make the Clients Happy

Our primary goal is to deliver the highest quality services to our clients.

Open and Honest Relationships

We build our interactions on mutual respect, trust, and openness with all our clients.

Our main goals

Our core goals define the directions that are important to us and that we strive to achieve. These goals reflect our desire to achieve tangible outcomes in various areas of our activity and impact on society.

DIRECTIONS

Our strategy and goals define our essence, where we direct our efforts and our important initiatives.

TODAY, THIS INCLUDES:

- Diversity, Equity, Inclusion and Well-being
- IT Education and People Development
- Environmental Responsibility
- Volunteering and Charity
- Sombra for Ukraine Charity Fund

DIVERSITY, EQUITY, INCLUSION AND WELL-BEING

At Sombra, we are committed to supporting an active and healthy lifestyle for our employees, understanding that their physical and mental well-being is crucial for their success.

6 870,67_{km}

Run for life

16

Webinars on
mental health

337,5

Hours
of fitness

8

Diversity, Equality,
Inclusion lectures
and projects

OUR INITIATIVES INCLUDE:

Work-Life Balance

Encouraging a healthy balance between work and personal life to ensure overall well-being.

Mental Health

Providing resources and support for maintaining mental health.

Active Lifestyle

Promoting physical activity through corporate runs, fitness clubs, and benefit packages.



We also aim to create an inclusive environment where everyone feels accepted and valued. Sombra adheres to policies that guarantee equal opportunities and fair treatment for all our employees. We aim to foster an atmosphere where everyone can feel comfortable.

Over the past 2 years, Sombra has made significant strides in promoting wellness, inclusion, and diversity through various events and initiatives:

Charity Runs and Physical Activities

Run for Your Life

Sombra actively participated as a partner in the charity run "In the Footsteps of the Galician Railway" in Tlumach, aiming to raise funds for Mavic-3. Three representatives from our Ivano-Frankivsk office participated, demonstrating our commitment to charitable initiatives and promoting physical activity.

Run the World Marathon

Eleven colleagues participated in the "Run the World" marathon in Lviv, covering distances from 3 km to 21km. This event highlighted our commitment to fitness and wellness

Renovation Run

Sombra employees participated in the "Renovation Run" charity event organized by @runukraine_org. Seventy percent of the proceeds from registration fees were donated to the UNITED24 fund for reconstruction efforts in Ukraine. Our team participated in all ten stages, braving various weather conditions to support the cause.

Plank Challenge and 30 minutes of activity

81 employees participated in a 14-day "Plank Challenge and 30 minutes of activity," accumulating planking time that the company converted into donations for military fundraising



| Run the World Marathon

Diversity and Inclusion

Conducting initiatives to support diversity and equality, such as conscious interaction training.

VETERAN HUB

Partnership with Veteran Hub

We partnered with Veteran Hub to support veterans transitioning to civilian life.



Collaboration with Unbroken

We partnered with Unbroken to create a more inclusive work environment, making our spaces accessible and raising awareness of challenges faced by people with disabilities.

Lectures and Workshops

We organized several lectures and workshops on diversity, equality, and inclusion, covering unconscious bias, cultural competence, and the importance of diverse teams.

Together, these efforts ensure that Sombra is not just a workplace but a community where every individual can thrive personally and professionally.

Mental Health and Personal Development

"TO BE OK" PROJECT

Mindfulness Marathon

A 10-day mindfulness marathon focusing on self-awareness, emotional resilience, breath awareness, emotional regulation, and self-observation. Participants learned to find peacefulness, reduce stress, and enhance emotional well-being.

"Take Care of Yourself" Project

Organized meetings and discussions for employees to exchange experiences, seek advice, and support each other's well-being.

Sombra to Be Okay

How do you mark milestones on the path to something bigger?

"I immediately want to share my small victory with my loved ones, so I tell them and enjoy their praise. If the victory is a bit bigger, I organize a get-together to celebrate and talk about the challenges I faced along the way.
Additionally: I allow myself to rest and be unproductive, I buy myself flowers, a treat, or clothes, or I go to a nice place, I simply praise and thank myself in my thoughts."



Viktoriia Lysak
Marketing specialist

Sombra to Be Okay

How do you mark milestones on the path to something bigger?

"Honestly, I am still learning this practice. I am the type of person who underestimates it or forgets about it. But for me, the key actions to remember this moment are writing in a journal and sharing it with loved ones."



Iryna Vasylevych
Designer

Sombra to Be Okay

How do you mark milestones on the path to something bigger?

"I believe in the power of celebrating milestones. It allows me to focus on the positive aspects of my journey. Treating myself to something I've been wanting for some time and capturing moments of achievement through photos, or having small gatherings with people who supported me all the way through, serve as reminders to never give up"



Mariia Haftkovych
English teacher

IT EDUCATION AND PEOPLE DEVELOPMENT

At Sombra, we foster continuous professional and personal growth among our team members through various educational initiatives.

Sombra
University

102 courses

Student
Engagement

2 300 students

Language
School

3 746 hours

Course on team
software development

64

IT Brave

37 supported students

Sombra
around tech

5 live stream / 24 535 view

Mentorship
Impact

400+

HERE'S AN OVERVIEW OF OUR PROGRAMS:

Sombra Tech Community

Our internal technical community provides employees with a platform to exchange knowledge, expertise, and ideas.

Sombra University

As part of our corporate university, we offer diverse training sessions and courses to enhance professional skills and personal development.

External Learning Opportunities

We encourage employees to seek external learning opportunities and cover 50% of the costs for professional training, conference participation, and more.

Sombra Around Tech

This series of live YouTube broadcasts covers current topics in technology, keeping our team updated on the latest trends and innovations.



| Sombra Around Tech

HERE'S AN OVERVIEW OF OUR PROGRAMS:

Language School

We provide language learning opportunities for our employees to help them enhance their foreign language skills.

Military Veteran Support

We provide financial assistance and educational programs to help veterans acquire new skills and transition to civilian life.

Support for Students

We actively support students through courses, mentorship, participation in hackathons, and collaborations with universities and student organizations.



Initiatives and Events

Course on team software development

This course, designed for third-year students at Lviv Polytechnic National University, saw 164 students complete the program, mastering essential teamwork, problem-solving, and technical skills crucial for their future careers in software development.

Company Insight Day and doors open days

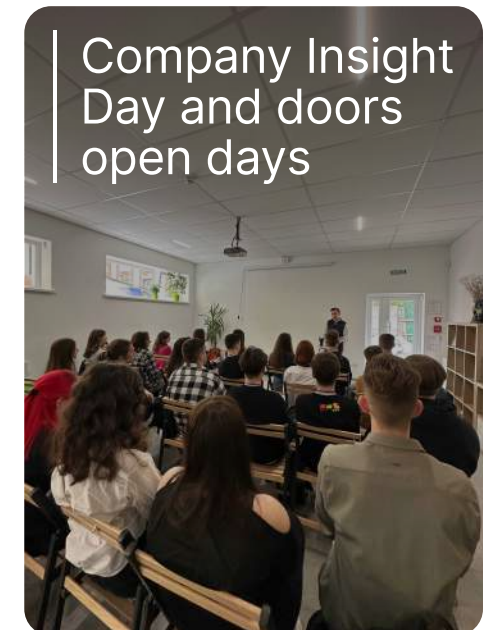
Our Company Insight Day provided 105 students with informative sessions, office tours, and interactive activities, offering valuable insights into our company culture and operations.

Renovation of a classroom for students

We revamped a classroom at Lviv Polytechnic University, transforming it into a modern learning space.

Engineering career fair

At the Engineering Career Fair, we engaged with 600+ students, offering job opportunities, informative sessions, and networking opportunities.



Guest Lectures

Throughout the year, we conducted 12 guest lectures covering various topics such as interview tips, business analysis, and entrepreneurship.

Hackathons

We organized 4 hackathons and Doors Open Days, which provided students with firsthand experience and insights into the tech industry.



YouthCONNECT Forum

Partnering with the YouthCONNECT Forum allowed us to connect with young individuals and share knowledge, impacting 200 attendees.

Hebron IT Academy Collaboration

Through our collaboration with Hebron IT Academy, we participated in 6 events, sharing knowledge and expertise to empower orphans and youth.

Mentorship Programs in Brave IT

Our mentorship programs supported 37 students and young professionals in their learning and career development journeys.



| Mentorship Programs in Brave IT

ENVIRONMENTAL RESPONSIBILITY

At Sombra, we recognize the importance of environmental stewardship and sustainable practices. Our green initiatives aim to reduce our ecological footprint and preserve nature for future generations.

3 000

Trees planted
by Sombra



98 kg

Sorting
batteries



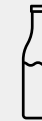
2 400 kg

Plastic
sorting



1 500 kg

Glass
sorting



1 600 kg

Paper
sorting



54,4 kg

Fabric
processing



HERE'S AN OVERVIEW OF OUR PROJECTS:

Tree planting initiative

We've significantly contributed to environmental conservation and community support through our charitable tree-planting initiatives. Over the past two years, we've planted over 3000 trees across various locations in the Lviv region.

Recycled Products Initiative

We collaborate with local companies to produce some of our branded products from recycled plastic and surplus recycled fabric. This initiative not only reduces waste but also supports sustainable manufacturing practices.

Waste Sorting and Recycling

We implement waste sorting systems within our offices to separate recyclable materials from general waste. Our efforts have resulted in recycling 5598 kilograms of paper, plastic, glass, and metal. Additionally, we have designated collection points for used batteries, promoting responsible disposal and recycling practices.

Our commitment to environmental responsibility underscores our dedication to creating a greener, more sustainable future. We continually strive to implement innovative solutions and partnerships that minimize our impact on the environment while contributing positively to the communities we serve.

VOLUNTEERING

At Sombra, we strive to be active participants in community life and engage with society, directing our efforts toward improving the lives of others.

26

Total events

5

Total directions

774 people

Visiting geriatric care homes

500+

Supporting children

OUR PROJECTS INCLUDE THE FOLLOWING:

Visiting geriatric care homes

Assisting older adults by bringing joy and support to their daily lives.

Supporting children from orphanages

Helping children facing difficult circumstances by providing necessary resources and support.

Fundraising for charitable projects

Engaging in fundraising initiatives to support various charitable events aimed at developing and assisting those in need.

Book collection and donation initiatives

Supporting literacy and education by collecting and donating books for different segments of society.

Support for military personnel

Producing vitamin mixes and providing other necessary resources for soldiers facing challenging condition

"The Easter Basket" initiative

Visiting geriatric care homes in Kyiv, Lviv, and Ivano-Frankivsk, providing essential items for elderly residents during the Easter season.

Mug Making

Contributing to the well-being of rehabilitation soldiers by making mugs to uplift their spirits.

Health Support

Preparation of vitamin mixes to support the fighters' health, demonstrating our commitment to their well-being.



Support for children from occupied territories

Assembling kits containing stationery and sweets for children evacuated from occupied and front-line territories.

Charitable Book Drive

Collection of books for military personnel as part of a charitable book drive, promoting education and recreation among soldiers.

Trench candles

Preparation of trench candles for soldiers, providing them warmth during the cold season and showing solidarity with their service.



Support for hospitalized defenders

Visiting defenders staying in hospitals, providing them with treats, hygiene products, blankets, and other necessities.

Collaboration with Veteran Hub

Partnering with Veteran Hub to create a supportive environment for veterans and their families within our company.



Antonivka boarding school visit

Bringing joy and festive cheer to orphaned children from temporarily occupied territories, creating a memorable experience for them.



SOMBRA FOR UKRAINE CHARITY FUND

Sombra for Ukraine — is a charitable foundation that supports overcoming the war's humanitarian impacts while working for Ukraine's victory and restoration.

We share our assets out of gratitude for the environment, which, like our efforts, fosters our success. We contribute to our freedom and better perspectives.

"Sombra for Ukraine" is a charitable fund established by the company in 2022. The fund focuses on supporting the military, the reconstruction of Ukraine, and overcoming the humanitarian consequences of the war. Our strategic priority is to work responsibly for the victory and development of Ukraine.

Responsibility extends beyond financial contributions. We manifest it in ongoing charitable interaction within our team. Each Sombra employee contributes their genuine efforts and resources and works towards creating a better future for Ukraine.

DIRECTIONS:

- Humanitarian Aid
- Military Aid
- Cooperation with funds

TOTAL ASSISTANCE PROVIDED

\$ 1 090 m



provided by the whole company

\$ 220 000



donated by our employees

\$ 268 992



42 cars for the Armed Forces

\$ 85 265



Tailoring
Ammunition

\$ 80 000



Humanitarian help

\$ 47 898



Optics and means
of communication

\$ 183 000

Come Back alive

\$ 83 300



Other foundation

Humanitarian Help

32

trips to the frontline zones

60

tons of products

5 000+

people

\$ 55 000

aid

\$ 20 000

aid to hospitals



Humanitarian Trip

We conducted **32** humanitarian missions to the de-occupied territories of the Kyiv, Chernihiv, Kherson, Mykolaiv, and Kharkiv regions. We provided food and medicine to over **+5 000** people and purchased and distributed over **60 tons of food**. Approximately **27** of our employee volunteers participated in each trip. The total amount was **\$ 55 000**.



Hospital ward renovation

We participated in the repair of a ward in a military hospital. Andand helped in the purchase of tourniquets, bandages, various medicines and other necessary things. Total amount of aid — **\$ 20 000**



Technical Support

\$ 268 992

42 cars for the
Armed Forces

\$ 48 602

69 means of
communication

\$ 53 269

38 military optics

\$ 42 000

150 computer equipment

\$ 44 032

Uninterruptible Power Supplies



Equipment

\$ 42 200

33 000 thermal clothing
and military uniforms

\$ 47 150

120 bulletproof vests
30 helmets

\$ 85 265

6000 pieces of military
gear

Military gear sewing


We organized the sewing of over **6 000** pieces of military gear at a factory in the Lviv region. We delivered body armor carriers, tactical vests, pouches, and sleeping bags worth **\$ 85 265** to the Armed Forces of Ukraine.

Protective gear and clothing

We purchased and delivered **25 000** thermal socks, **9 000** thermal pants, **120** bulletproof vests, and **30** helmets.



Cooperation with funds




\$ 183 000

Come Back Alive

Come Back Alive

In 2022, we donated **\$ 99 000** (over 3.5 million UAH) to the Come Back Alive Foundation together with our employees. In 2023, we donated **\$ 84 000** (over 3 million UAH) together with our employees. The total amount of aid was **\$ 183 000**.



\$ 50 400

IT Cluster

Lviv IT cluster


In partnership with IT Cluster, Sombra has supported several key projects. We allocated **\$ 20 400** to assist the military. Additionally, we contributed **\$ 30 000** to Project Vision, an initiative by IT Cluster to upgrade the video surveillance system in the Lviv region. The total amount of aid provided to these projects was **\$ 50 000**.

Other donations




\$ 10 000

DK Ukrspecexport



\$ 15 000

ZSU account




\$ 1 150

With an Angel on the Shoulder



\$ 2 300

Union of Angels



\$ 1 850

Wings of Hope



\$ 1 600

Help the Front

