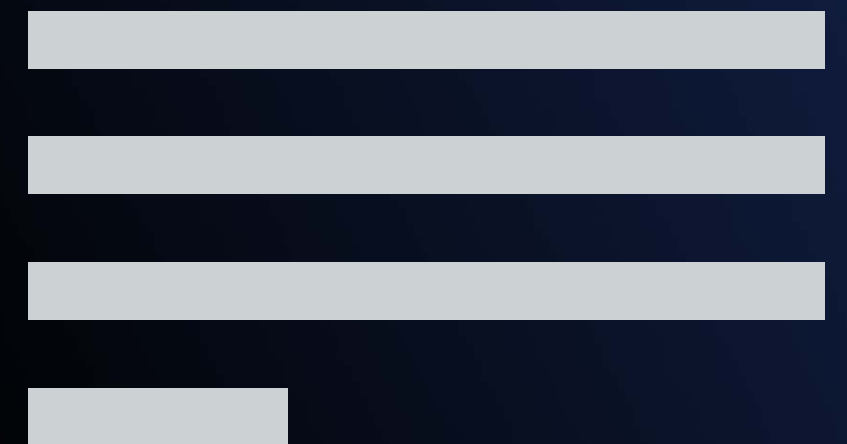
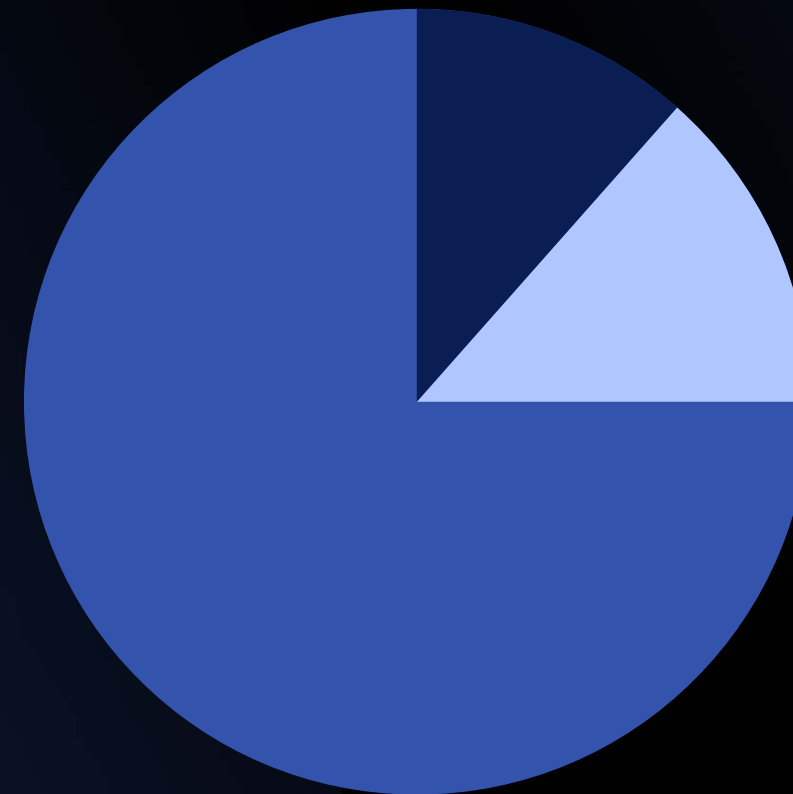


DataArt Group Sustainability Report



2025

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Statement from the President/CEO of DataArt

Dear DataArt Stakeholders,

The past year has served as a powerful validation of our chosen path. Amidst rapid technological transformation and global uncertainty, we have proven that business resilience is inextricably linked to ethical responsibility and innovative leadership. Today, DataArt is more than just a technology partner; we are a global software engineering firm of over 6,000 experts dedicated to building a future where artificial intelligence and data work for the benefit of society and the planet.

This year, we have significantly strengthened our expertise in Responsible AI. We are not merely implementing generative AI; we are helping our clients build transparent and ethical systems, which is particularly critical in highly regulated sectors like healthcare and finance. Our achievements, including the Advanced Specialization in AI Platform on Microsoft Azure and our status as a Snowflake Premier Partner, confirm that we are at the forefront of this technological revolution. Furthermore, as part of our \$100 million commitment to advancing data and AI capabilities, we launched Artisyn, our AI-enabled delivery platform.

Our people and culture remain the bedrock of our success. We have expanded our global footprint to over 40 locations across more than 20 countries. Maintaining a Talent Net Promoter Score (NPS) of 50% and earning an O'Reilly award for "Best in Reskilling and Upskilling Transformation" is a direct result of our commitment to our colleagues. In 2025, we achieved 49 learning hours per colleague, significantly exceeding the global average. We also continue to prioritize well-being through initiatives like the DataArt Helpline, which

dedicated over 3,600 hours to psychological support this past year.

In the realm of Environmental Stewardship, we have moved from declarations to concrete actions. We remain active in the Science Based Targets initiative (SBTi), aligning our climate goals with global expectations. We continue to grow the DataArt Forest project, which has now reached over 215,000 trees planted, and we are diligent in managing our Scope 1, 2, and 3 emissions to reduce our carbon footprint.

A special place in our agenda is reserved for the Support Ukraine Program. Our unwavering solidarity is a manifestation of DataArt's core essence: we do not stand aside when the communities in which we operate are in need.

Looking ahead, we are filled with confidence. Our "Partners for Progress" philosophy, reflected in our 95% client return rate, is more relevant today than ever before. We will continue to invest in talent, develop responsible technologies, and contribute to the sustainable development of the world.

Thank you for joining us on this journey.

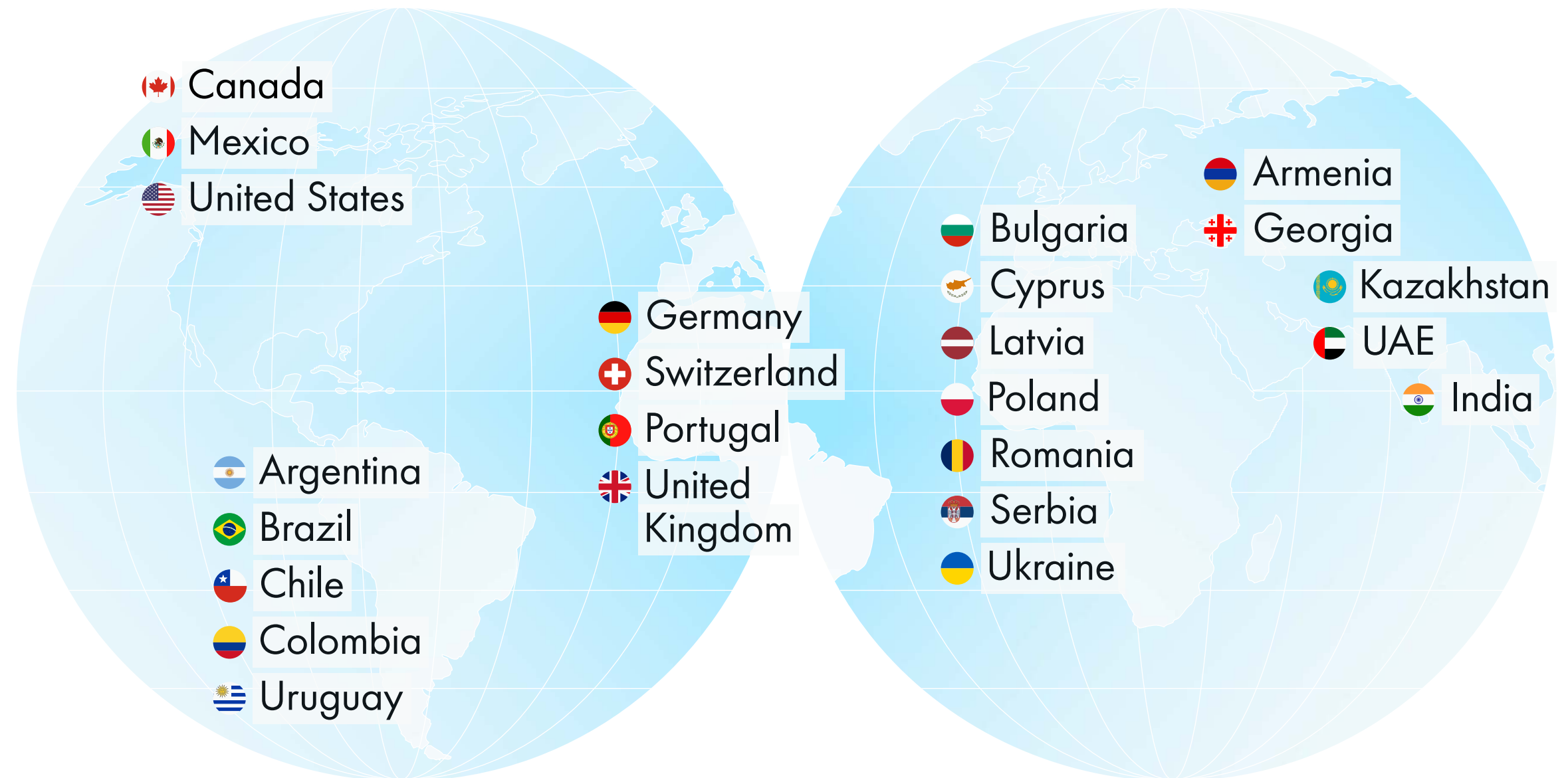


Eugene Goland
President and CEO,
DataArt

What DataArt is All About

1997 founded in New York • +6000 experts • HQ: New York, US • 95% return clients • 4.7 average tenure • 6.6 voluntary attrition • 80 NPS score • 20% 5-year CAGR (2019-2024) • +40 locations in +20 countries in the US, Europe, Latin America, India, and the Middle East

DataArt is a global software engineering firm that delivers breakthrough data, analytics, and AI platforms for the world's most demanding organizations. We combine global scale, deep technical expertise, and progressive vision with advanced R&D Labs, frameworks, and accelerators to solve our clients' toughest challenges



What DataArt is All About

“We believe that sustainable innovation is driven by people, not just algorithms.”

Services

Unlock the Value of Data

- Make your business more agile and data-driven
- Turn disparate data sets into actionable insights
- Optimize decision-making
- Create new revenue streams
- Decrease the cost of data ownership

Automate Manual Processes

- Improve business performance through intelligent technology
- Implement leading enterprise automation platforms
- Speed up technology development and improve business agility
- Drive efficiency through intelligent process automation

Improve Customer Experience

- Delight your customers and build loyalty through modern, world-class UX
- Create apps and products that keep clients coming back and increase share of wallet
- Generate advanced user analytics that inspire new products

Realize the Potential of AI

- Seize the revolutionary opportunities presented by generative and applied AI
- Invest confidently in the right tools and use cases
- Drive business efficiency and rapid product evolution with low-code/no-code development, chatbots, and personalization

Innovation: Transitioning to an AI-Native Organization

Strategic Governance and Vision

In 2025, our innovation strategy reached a pivotal turning point as we moved from localized AI experimentation to a systemic, company-wide transformation. This evolution was steered by a high-level cross-functional task force established to align our delivery models, funding, and internal operations with the new philosophy. Our vision is rooted in a fundamental shift from traditional labor-centric IT services toward platform-led, outcome-driven solutions. By integrating artificial intelligence into the core of our strategic readiness, we are not only responding to shifting client demands but also setting a new industry standard for how technology firms can scale sustainably and ethically in the digital age.

Human Capital and AI Enablement

We believe that sustainable innovation is driven by people, not just algorithms. Throughout 2025, we executed an unprecedented upskilling initiative that transformed our workforce’s technical profile. The number of specialists — including Project Managers, Architects, and Analysts — with verified AI competencies grew from a handful to over 800 by the end of the year. Our learning ecosystem, which combines mandatory AI curricula with social learning formats like vibe coding hackathons and coding jams, was honored with the O’Reilly Award for “Shift Up” training and the Brandon Hall Group Gold Award. These accolades reflect our commitment to ensuring that our employees remain at the cutting edge of technological change, fostering a culture of lifelong learning.

Proprietary Technological Platforms

A cornerstone of our innovation narrative this year is the development and industrialization of our agentic platforms, Artisyn and AILA. Artisyn has evolved into a sophisticated environment for the orchestration of intelligent agents, enabling our engineering teams to automate complex software development lifecycles while maintaining rigorous security and compliance standards. This platform-centric approach was recently highlighted by Gartner as a prime example of how service providers should evolve their pricing and delivery models to reflect AI-driven efficiencies. By deploying these proprietary accelerators, we have successfully reduced time-to-market for our clients across various sectors, while ensuring that all AI deployments remain governed and auditable.

Operational Efficiency and Internal Integration

The impact of our AI-driven innovation is now visible across our entire operational footprint. By the close of 2025, AI-enabled projects accounted for approximately 80% of our total revenue, with nearly half of our production teams actively utilizing AI tools to enhance code quality, testing, and business analysis. Internally, we have democratized access to these technologies through the launch of the DataArt AI Framework — a single entry point for all AI materials — and a dedicated ai.helpdesk. This seamless integration ensures that innovation is not a siloed activity but a continuous process embedded in every department, from back-office operations to client-facing delivery, driving long-term value for all stakeholders.

What DataArt is All About

Commitment to Partnerships

As part of our **\$100 million commitment to advancing data and AI capabilities**, we continue to strengthen strategic partnerships with leading cloud and data platforms. These collaborations shape how we design systems, accelerate innovation, and support long-term digital transformation for our clients.



AWS

DataArt achieved AWS Premier Tier Services Partner status and expanded AWS Marketplace offerings, including AILA, our modular AWS-native data and AI lake framework that accelerates secure, scalable data platform adoption.



Microsoft

Marking 25 years of collaboration, DataArt earned the Advanced Specialization in AI Platform on Microsoft Azure, reinforcing deep expertise across Azure services and enabling secure, enterprise-grade AI adoption.



Snowflake

DataArt became a Premier Partner in the Snowflake AI Data Cloud, reflecting strong delivery capabilities and sustained client success in building governed, scalable data platforms for analytics and AI.



GCP

DataArt continued to deepen its Google Cloud partnership, advancing data platform and AI capabilities, including the development of Product Advisor, a multi-agent system built on Google Cloud that connects product data, CRM insights, and real-time inventory to enable more personalized and responsive customer experiences.



Stripe

DataArt expanded its Stripe partnership through agentic payments solutions and proof-of-concept initiatives that integrate billing, fraud detection, and subscription management with AI-driven automation to improve transaction security, operational efficiency, and customer experience.

What DataArt is All About

Associations and Professional Networks

DataArt teams are members or contributors to major industry and business groups, including:

Ukraine

IT Ukraine Association, Kharkiv IT Cluster, IT Dnipro Community, Ivano-Frankivsk IT Cluster, Lviv IT Cluster, and Odesa IT Family, The American Chamber of Commerce in Ukraine, British Ukrainian Chamber of Commerce

Poland

Active in AWS, AI, Java, SysOps/DevOps, and LubLean & Agile communities

Romania

ANIS (Software and Services Industry Employers' Association), Transilvania IT Cluster, and Romanian Business Leaders (RBL)

Serbia

AmCham Serbia and SITA (Serbian IT Association)

Bulgaria

Bulgarian Association for People Management and Bulgarian Association of Software Companies

Cyprus

TechIsland, AmCham Cyprus, Cyprus Maritime Club, Tech London Advocates Cyprus, and Cyprus Computer Society

Kazakhstan

AmCham Kazakhstan and HR Association

Armenia

AWS community, Infosec community, DevRel Yerevan & Tbilisi, Make It Real, IT Association of Armenia, and the PostgreSQL User Group

India

Partnerships and events supported through Women in Tech, Women in Big Data, and AI Kiran communities to promote gender diversity

Georgia

ICTA

How We Define What is Important in Sustainability

Materiality Assessment and Stakeholder Engagement

Choosing material topics lets us focus on the sustainability issues that most affect our growth, costs, risks, and key stakeholders (team, clients, partners, investors, and broader communities such as universities and other educational institutions, local IT communities, NGOs, governments, vendors, suppliers, media, and potential applicants).

Approach and Reporting Principles

We follow four principles: Stakeholder Inclusiveness, Sustainability Context, Materiality, and Completeness. A materiality assessment identifies our high-priority topics across operations.

2025 Materiality Assessment

We ran a comprehensive assessment in 2025 to prioritize topics most relevant to our business model, stakeholders, and served industries.

Standards used: GRI 2021, ESRS 1, ESRS 2; with elements of SASB Software & IT Services, UN Global Compact, and SBTi climate expectations.

Inputs:

- Quantitative research within the DataArt team
- Inputs from clients, partners, investors, and stakeholders
- Media monitoring of reputation
- Contract obligations and client surveys

We monitor global HR and employer branding trends. We update assessments annually to reflect business and external changes.

Double Materiality

Serving Finance, Healthcare, CPG & Retail, Travel, Media, Mobility & Manufacturing, and Education,

we applied both impact materiality and financial/stakeholder materiality.

Each industry expects strong data protection, cybersecurity, ethical tech and AI transparency, environmental performance, labour practices, and supply chain due diligence.

Stakeholder Engagement

Internal: A high-level management team from most DataArt regions assessed impact significance; topics scoring beyond neutral were marked material. We engaged senior management, engineering leads, HR and talent development, compliance and cybersecurity specialists, and delivery managers serving regulated clients to identify risks, opportunities, and value pathways.

External: We reviewed ESG requirements across seven industries using AI analysis. Recurring expectations: privacy and cybersecurity; ethical and responsible AI; supply chain transparency;

environmental performance and climate goals; diversity and inclusion; responsible marketing and product integrity. These signals guided stakeholder importance.

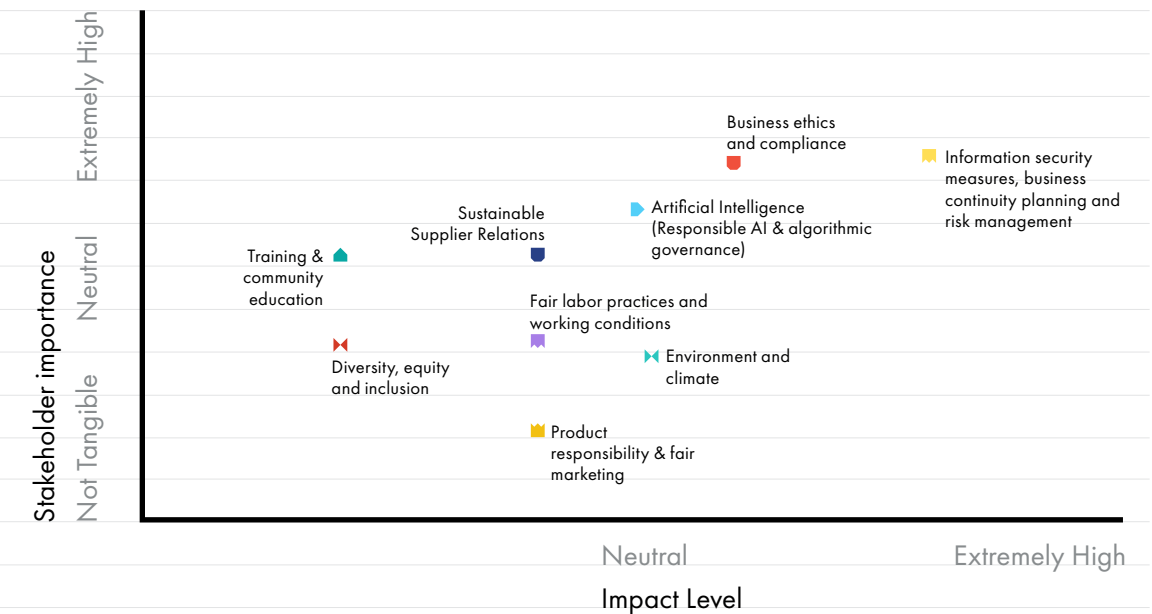
Impact and Influence Assessment

Impact criteria: severity (scale, scope, irremediability), likelihood of negative impacts, positive impacts enabled by our services, and regulatory exposure. Topics affecting individuals (privacy, labour conditions), society (ethical AI, misinformation), or the environment (climate, resource use) were prioritised.

Influence factors: client procurement decisions; contract eligibility (e.g., GDPR, SBTi, CSRD-driven requirements); operational performance; brand trust; long-term value creation; compliance costs and risk exposure.

We used a frequency-based scoring model; topics appearing in 4+ industries were rated High.

DataArt Material Topics



Sustainability Policies and Commitments



Our Sustainability Policies and Commitments

Sustainability commitments are embedded into DataArt’s governance and internal control framework and supported by periodic policy review, risk-based due diligence processes, and ongoing monitoring and review.

Policy Commitments and Responsible Business Conduct

DataArt’s Sustainability Manifesto and Social and Environmental Policy establish the company’s commitments to responsible business conduct, ethical governance, respect for human rights, and environmental stewardship. These commitments form an integral part of DataArt’s corporate governance framework and guide decision-making across operations, business relationships, and value chain activities.

DataArt respects internationally recognized human rights as defined by the Universal Declaration of Human Rights, the International Labour Organization (ILO) core conventions, and the UN Guiding Principles on Business and Human Rights. DataArt requires employees, contractors, and relevant third parties to act in accordance with these principles. Sustainability priorities of DataArt are also defined by the following UN Sustainable Development Goals most relevant to DataArt’s operations and societal impact:



Policy commitments are operationalized through a structured framework of internal policies,

procedures, and governance mechanisms, including the following documents:

- Code of Conduct
- Compliance Policy
- Health and Safety Policy
- Equal Opportunity Policy
- Anti-Discrimination and Anti-Harassment Policies
- Diversity, Equity, Inclusion and Belonging (DEIB) Policy and Operational Process
- Conflict of Interest Policy
- Grievance Procedures and Disciplinary Procedure
- Business Continuity and Disaster Recovery Program

These policies establish requirements related to ethical conduct, human rights, workplace standards, environmental responsibility, and stakeholder engagement. Policies are reviewed periodically to ensure continued relevance and effectiveness.

Embedding Sustainability into Strategy and Operations

DataArt integrates sustainability commitments into its operational framework through a risk-based due diligence process designed to identify, prevent, mitigate, and monitor environmental, social, and governance impacts and opportunities. This process includes:

- ESG risk inventories and internal assessments
- stakeholder feedback mechanisms
- continuous performance tracking
- integration of sustainability considerations into policies, procedures, and training programs

Alignment with internationally recognized frameworks, including the SDGs, IFC Performance Standards, ILO principles, and the Science Based Targets initiative (SBTi), supports consistent implementation of policy commitments.

Sustainability reporting is prepared with reference to the Global Reporting Initiative (GRI) Standards and informed by periodic materiality assessments.



Key Sustainability Efforts and Achievements in 2025



Key Sustainability Efforts and Achievements in 2025

20

top clients have trusted us for more than 7 years

'GLASSDOOR'

Glassdoor rating 4.5, and 93% would recommend DataArt to a friend

In 2025, DataArt continued to build on its success by prioritizing innovation, client and team satisfaction, and strategic partnerships. Demonstrating a consistent track record of revenue growth, DataArt showcased its business strength across its network of clients, partners, and people. With over 400 clients and a workforce of more than 6000 colleagues, DataArt remains a trusted Partner for Progress, ensuring satisfaction and reliability.



Our focus on Data and AI
In 2025 we announced a \$100M commitment to strengthen our data and AI capabilities over the next 3 years. A clear, long term direction that positions our clients and teams for the next decade of transformation.



Innovation in motion
Across DataArt, Labs accelerated the way we explore, test, and deliver new solutions. Innovation moved from concept to execution through new accelerators, frameworks, and industry-ready components; 40+ initiatives advanced this year, helping clients adopt AI and data capabilities with confidence.



AI enablement across DataArt
AI became part of how we deliver. Thousands of colleagues participated in AI learning programs. More than half of our client accounts now use AI



enabled delivery, our strategy becomes capability, and our capability becomes client impact.

Expanding our global footprint:
In 2025 we welcomed ACL Tech, Chile's premier IT services leader. More than 700 new colleagues strengthened our nearshore capabilities and expanded our expertise in Latin America. Together we now support regional and global clients with greater depth and scale.



Building the capabilities that power our strategy
We increased GenAI training from 2% to 20% in less than a month. DataArt outperforms peers 2x in GenAI and Agentic AI training



Named in 9 reports by Gartner, 6 reports by Everest Group and included in the HFS Research Challenger Series

Our People. Our Purpose

6,000 engineers united by one mission:

- Creating progress through data, AI, and human creativity
- Employee Net Promoter Score is 48%
- 60% of our production team is senior level. A depth of expertise that strengthens every delivery
- Data and AI engineering roles grew by 20%, defining our top 3 most in-demand capabilities

Building an inclusive, equitable workplace:

Women occupy 32% of all roles at DataArt, with 22% representation in IT roles. Women retention 91%. A place where all can stay and grow.

Two new internal communities
Digital Accessibility & Neurodiversity.



Key Sustainability Efforts and Achievements in 2025

DataArt Awards and Recognitions 2025

Client Markets

- 2025 [Global Outsourcing 100](#) by IAOP
- 2025 AI Breakthrough [Award](#)
- Named Best Global Software Engineering Company in the 2025 Technology Innovator [Awards](#)
- Loyalty360 [Awards](#) – B2B Customer Loyalty category
- 2025 E-commerce Germany [Awards](#) – Second place in the Best Customer Experience Solution category
- [America's Greenest Companies 2026](#) by Newsweek
- 2025 BEST [Award](#)
- 2025 Excellence in Practice [Award](#)
- 2025 LearningElite [Awards](#)
- Brandon Hall Group 2025 HCM Excellence [Awards](#)
- Brandon Hall 2025 Technology Excellence [Awards](#)
- O'Reilly [Award](#) for Best in Reskilling and Upskilling Transformation
- ECDMA [Awards](#) 2025 for Free Global IT Education Program
- EcoVadis Silver [Medal](#) for Sustainability Performance 2025 in UK

Analyst Recognitions

- Named a [Major Contender](#) in Everest Group's AWS Services PEAK Matrix® Assessment 2024
- Named a [Major Contender](#) in Everest Group's Microsoft Azure Services PEAK Matrix® Assessment 2024

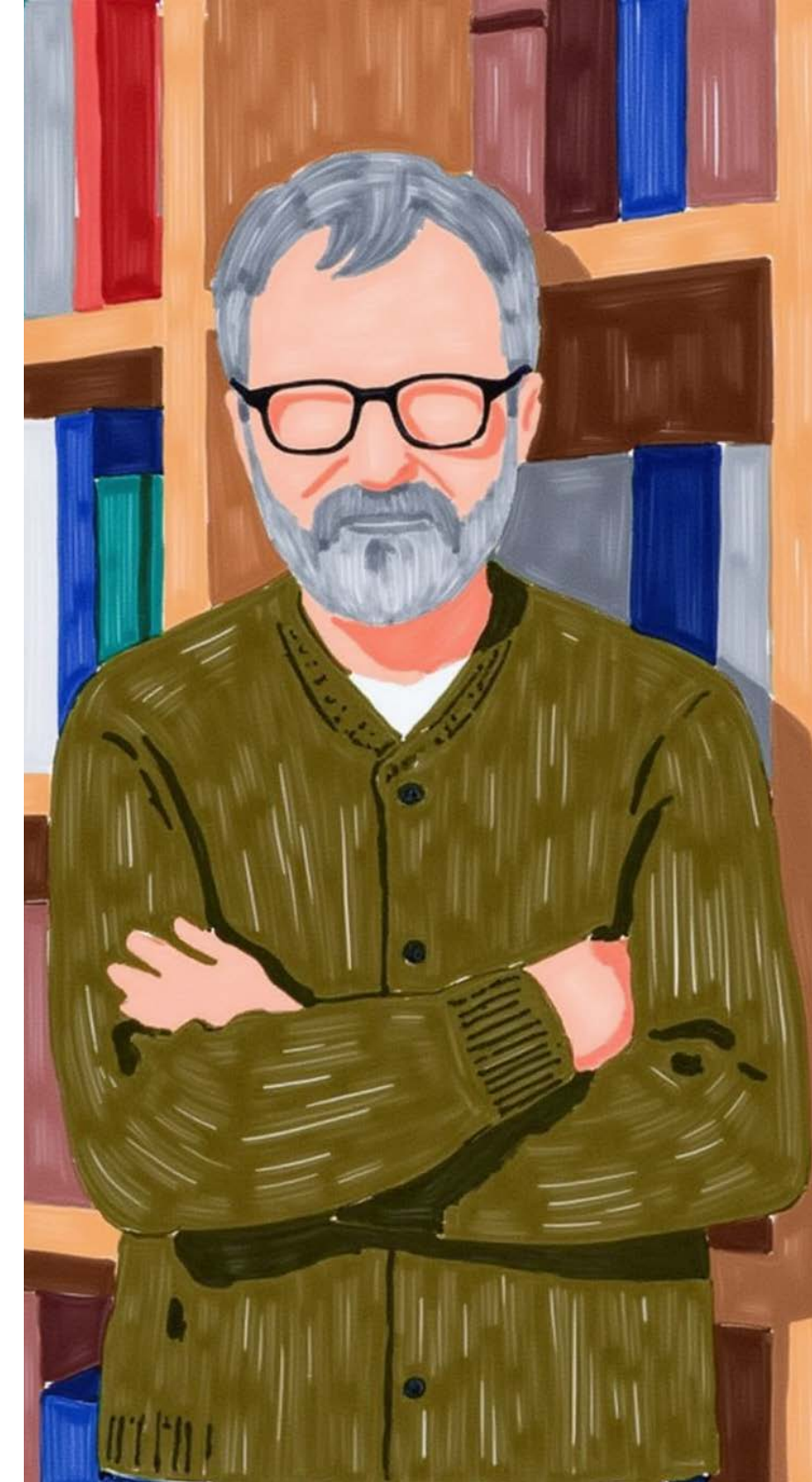
- Named a [Major Contender](#) in Everest Group's in the Google Cloud Services PEAK Matrix® Assessment 2024
- [Included](#) in the 2024 Gartner® Harness Co-innovation With AI and IoT to Disrupt Industry Markets Report
- [Recognized](#) as a Representative Vendor in 2025 Demystify the Ops Landscape to Scale AI Initiatives: A Gartner® Trend Insight Report
- [Included](#) in the HFS Research Challenger Series
- Named a [Major Contender](#) in Everest Group's Data and AI Services Specialists – North America 2025
- [Included](#) in the Gartner® report: Top 2 Market Forces Impacting Revenue in Digital Product Engineering Services
- Named a [Major Contender](#) in Everest Group's 2025 Healthcare Data, Analytics, and AI Services PEAK Matrix®
- Included in Gartner® report: Maximize Services Impact Through 3 GenAI Business Cases
- Named a [Major Contender](#) in Everest Group's 2025 Data and AI Services Specialists – Europe PEAK Matrix®
- Named a [Leader](#) in Everest Group's AWS Services Specialists PEAK Matrix® Assessment 2025
- Named a [Major Contender](#) in Everest Group's Cloud Services for Mid-market Enterprises PEAK Matrix® Assessment 2025
- Named in 2025 Gartner Services Rebooted: Six Keys to Leading the AI Services Race
- Named a [Leader](#) in Everest Group's Software Product Engineering Services for Mid-Market

- Enterprises PEAK Matrix® Assessment 2025
- [Included](#) in Gartner® 2025 report: 'Client Zero' in Action: Examples and Metrics to Build Trust
- [Named](#) in Gartner® 2025 report: How to Evolve Your Pricing Model for AI Services
- Included as an [honorable mention](#) in the 2025 Gartner® Magic Quadrant™ for Custom Software Development Services

Labor Markets

- ECDMA Global [Awards](#) 2025 (Armenia)
- Armenia Digital [Awards](#) 2025
- Employer of Choice [Awards](#) 2025 (Bulgaria) – Bronze for the She for Her mentorship program in Diversity and Inclusion category
- Kazakhstan [Employers Ranking](#) 2025 – DataArt Kazakhstan in Top 30 Employers
- ATD BEST [Award](#) – Overall Talent Development (International)
- ATD Excellence in Practice [Award](#) – Tech Skills Mentoring Program (International)
- Brandon Hall Group HCM Excellence [Awards](#) (Gold) – Best Leadership Development for Women – She for Her Program (International)
- O'Reilly Enterprise Learning [Awards](#) (Silver) – Best in Reskilling & Upskilling Transformation – AI Enablement Program (International)
- [CIO LearningElite](#) (Bronze) – Overall Learning & Development (International)
- Brandon Hall Group Technology Excellence [Awards](#) (Gold) – Best Advance in Emerging Learning Technology – Edu Learning Suite (International)

Challenges in Preserving and Attracting Professionals



Our Commitment to Nurturing Talent

Human Rights, People and Workplace Practices

DataArt promotes fair treatment, inclusion, and employee well-being as core components of its sustainability strategy. Key commitments include: **equal opportunity in recruitment, promotion, and career development** • **prevention of discrimination, harassment, and workplace misconduct** • **prohibition of child labor, forced labor, and human trafficking** • **support for employee health, safety, and mental well-being**

These commitments are supported by structured policies and operational programs, including Equal Opportunity Policy, Anti-Harassment Policy, Health and Safety Policy, and DEIB initiatives. Professional development is facilitated through internal education platforms, mentoring initiatives, internal mobility programs, and structured career development frameworks.

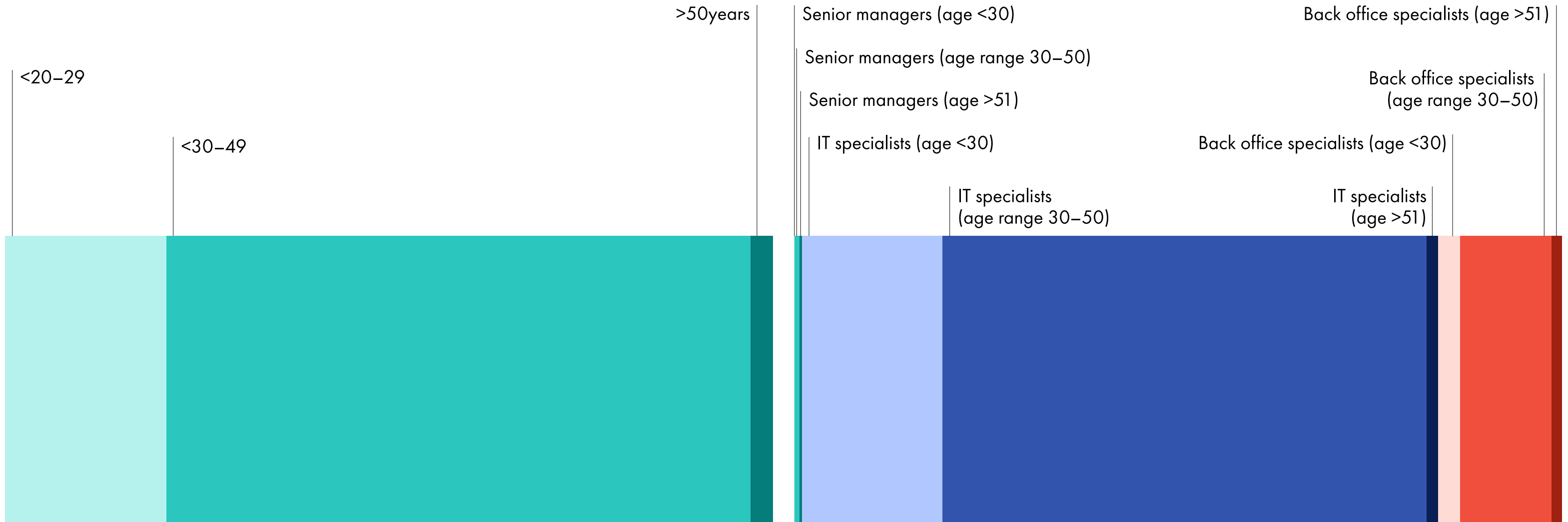
DataArt Staff structure

DataArt has actively managed a year of significant change by focusing on strategic talent management and headcount mobility.

The company's strategy includes embracing remote work, allowing for the efficient onboarding of new staff, many of whom have assumed permanent roles. This fosters organizational stability and workforce cohesion. With 23% of the workforce under 30 and 74% under 50, DataArt's HR strategies focus on creating conducive environments for motivation and career progression in a competitive sector.



Graph 1. DataArt Gender Structure by Staff Category as at 12/31/2025



Recruitment

The company's internal referral program has proven to be a valuable hiring channel for years, contributing more than 22% of the new hires in the past year. DataArt champions the stability of regular employment by providing full pay during bench periods rather than resorting to project-based hiring, emphasizing the company's commitment to its colleagues.

Graph 2. DataArt Age Split as at 12/31/2025
 Graph 3. Staff Structure by Age and Category 2025

Global Mobility

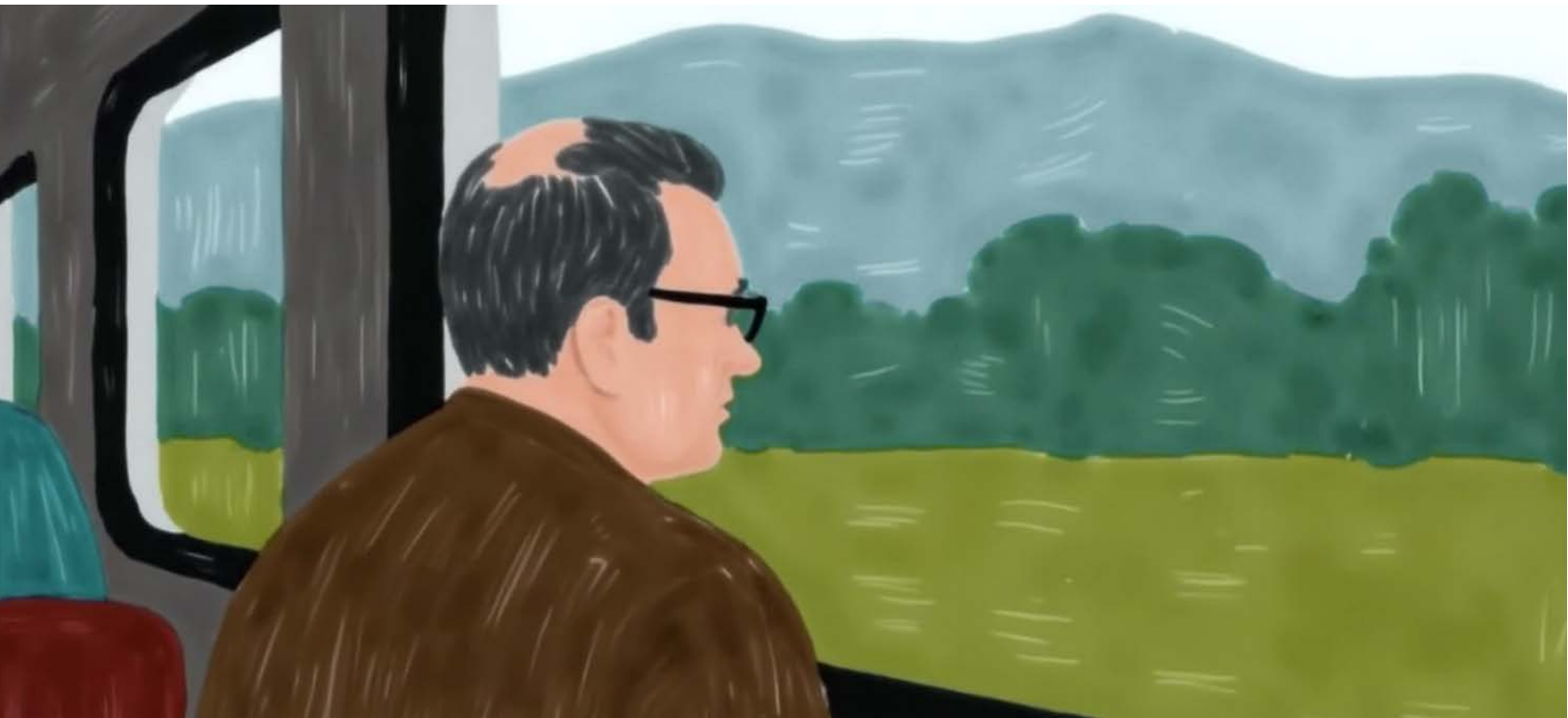
Global Mobility (GM) at DataArt facilitates relocations between offices and countries, providing colleagues with information, contacts, and support to ensure smooth and successful relocations.

The GM team maintains an extensive, continuously updated knowledge base and a busy helpdesk to monitor colleagues' movements across countries, assist them with decisions about where

to live, rules on immigration, taxation, relocations, and more, while also offering webinars on most requested and challenging topics, and regular updates. Since its creation in 2021, the GM function has expanded to support colleagues settling in new countries, especially following emergency relocations, focusing on compliance with local and international legislation.

187

relocations were successfully completed



Advancing Inclusion: DataArt's 2025 DEIB

In 2025, our DEIB (Diversity, Equity, Inclusion & Belonging) efforts focused on **strengthening internal capabilities, embedding inclusive practices into core processes, and aligning our approach with broader business and stakeholder expectations.**

Our work aimed not only to raise awareness but to translate DEIB principles into tangible actions that support a more inclusive and adaptable organization. This work ensures that inclusion is

embedded into how we operate, not only how we communicate.

We continued to strengthen our focus on building a cross-cultural mindset with Learning &

Development team. Together with our teams, we promoted greater understanding and appreciation of cultural differences, reinforcing an inclusive and globally connected workplace.

Our DEIB Pillars



Gender Diversity

DataArt actively collaborates with external initiatives that support women in technology. In parallel, we have developed a set of internal programs to advance women's growth, visibility, and long-term career development.

Internal policies and procedures to promote balance, resilience, and overall well-being such as:

- Flexible Work Arrangements, remote work options, and flexible hours that accommodate various lifestyles and responsibilities.
- Leave Policies: parental leave, sabbaticals, unpaid leave up to 6 months, and floating holidays that allow you to observe cultural or religious events significant to you.
- Internal initiatives, including **Women in IT articles**, **Women's Day activities**, burnout awareness materials, Men mental health, ongoing reviews of internal processes through a gender equity lens, and networking local events.



Disability Inclusion

In 2025, a **Neurodiversity Community** was established, to support more inclusive ways of working.

The **Digital Accessibility Community** was founded in Q4 2024 to create a space to learn, share, and connect with others passionate about making a more inclusive product.

Launch of practical inclusion resources and delivery of **5 neurodiversity-focused webinars.**

Annual awareness campaign for the **International Day of Persons with Disabilities.**



Intergenerational Awareness

In 2025, we launched a **Reverse Mentoring pilot** as part of our broader inclusion strategy.

Intergenerational awareness day with activities for all colleagues.

“The collective diversity of experiences, knowledge, creativity, and talent our colleagues bring to their work forms a vital part of our culture.”

Corporate Listening

DataArt strives to create a positive, fulfilling work environment across all HR touchpoints, aligning with colleagues' expectations to foster long-term collaboration and loyalty.

Approach and Tools

We collect feedback anonymously via corporate platforms and use corporate platforms for non-sensitive data. Automated messages in our corporate messenger show survey participation rates and share AI-generated summaries. Surveys are promoted at global town halls with leadership endorsement to encourage participation. This ensures team voices are heard, improving satisfaction and driving continuous improvement.

Local Surveys

We introduced local corporate listening initiatives supported by prompt-engineering training that helps locations analyze deep interviews with AI by creating bots. We provide sample guidelines to build valid samples, interview scripts, and metrics. Budgets include TYPs to thank volunteers who participate. We also run focus groups to test concepts and gather feedback on corporate initiatives in Sustainability, DEIB, and more.

Annual Team Survey

The survey tests alignment between corporate goals and colleagues' assessment of their personal contribution. We manage to get over 70% participation rate by providing an extra service to small locations and functions: if they get over 70% participation, they receive a guaranteed location-specific

numeric report. Key local metrics include recommendation (referral rate, eNPS), intent to stay, satisfaction, and belonging versus the DataArt average, with close tracking of dynamics versus the average and last year's results. Survey results are a tool for location teams and function heads; they support internal planning, analysis of location performance, and budget preparation for functions.

AI-Related Insights

One of the key satisfaction factors in the Annual Team Survey is related to the opportunities DataArt provides to future-proof people's career and upskill. We will continue to encourage autonomy and

innovation and provide access to new AI tools. AI will reshape processes and how we work individually, collaborate with each other, form team dynamics, and run people-care processes, shaping our culture. AI will become integral to business strategy, corporate listening, and general communications.

We added surveys at key points of employee experience for rapid response, including during onboarding. The HR Talk-in template was redesigned to process qualitative data and generate insights with AI. Next, we will link corporate listening with total rewards at DataArt.

“People and relationships are the core of our business, and our most valuable asset is the talent and expertise of our team members.”



DataArt Helpline for Wellbeing and Stress Reduction at Work



2025 has been another deeply challenging year, with stress levels continuing to rise globally. The ongoing war in Ukraine, broader uncertainty, and emerging sources of anxiety have left many people feeling more exhausted than ever. **Even those who previously relied on self-help strategies are now increasingly reaching out for professional psychological support.**

Amid these challenges, our collective resilience and commitment to mental well-being remain strong. More and more colleagues are placing their trust in the Helpline, reflected not only in returning users, but also in over 50 new requests received through

50+
new requests from first-time
Helpline users

4,500+
hours spent on support
conversations and 1-on-1
consultations this year

the Helpline mailing list from colleagues who had never reached out before.

Over the past year, the Helpline team dedicated more than 4,500 hours to support conversations and one-on-one consultations, an increase from 3,600 hours in the previous year. The most common reasons for seeking support remained consistent with last year: stress, burnout, job-related anxiety, fear, grief, and a sense of loss, whether of stability, possessions, or normalcy. In addition, many colleagues sought guidance on adapting to life in new countries, supporting their children's psychological well-being, and coping with the emotional strain of helping family members and friends.

Our Helpline team includes four corporate psychologists and 16 trained Mental Health First Aiders who contribute as volunteers. Throughout the year, we delivered several company-wide webinars and continued publishing articles on key mental health topics to ensure support remains accessible and relevant.

Recognizing the importance of supporting those who support others, we continued running dedicated group sessions for HR professionals,

People Managers, and Project Managers. In addition, we introduced and expanded supporting groups in the Ukrainian language, focusing on burnout and emotional intelligence.

As we move forward, we remain committed to providing meaningful psychological support and helping our colleagues navigate uncertainty with strength and resilience.

“We firmly believe a mentally healthy workplace is a more productive environment.”

Employee Relations

DataArt Alumni

The DataArt Alumni Program, launched in 2022, strengthens lifelong connections with former colleagues while supporting career growth and rehire opportunities. At the end of 2025, the boomerang hires rate is close to 5%, providing faster hiring and onboarding, lower recruitment costs and more predictable performance outcome.

The program provides personalized support to all alumni and colleagues on notice, helping them stay connected and succeed in their professional journeys — CV and LinkedIn profile review, job interview preparation, and access to the O'Reilly corporate library for learning and reskilling. These services are delivered by a dedicated team of HR specialists.



Professional Development and Career Planning

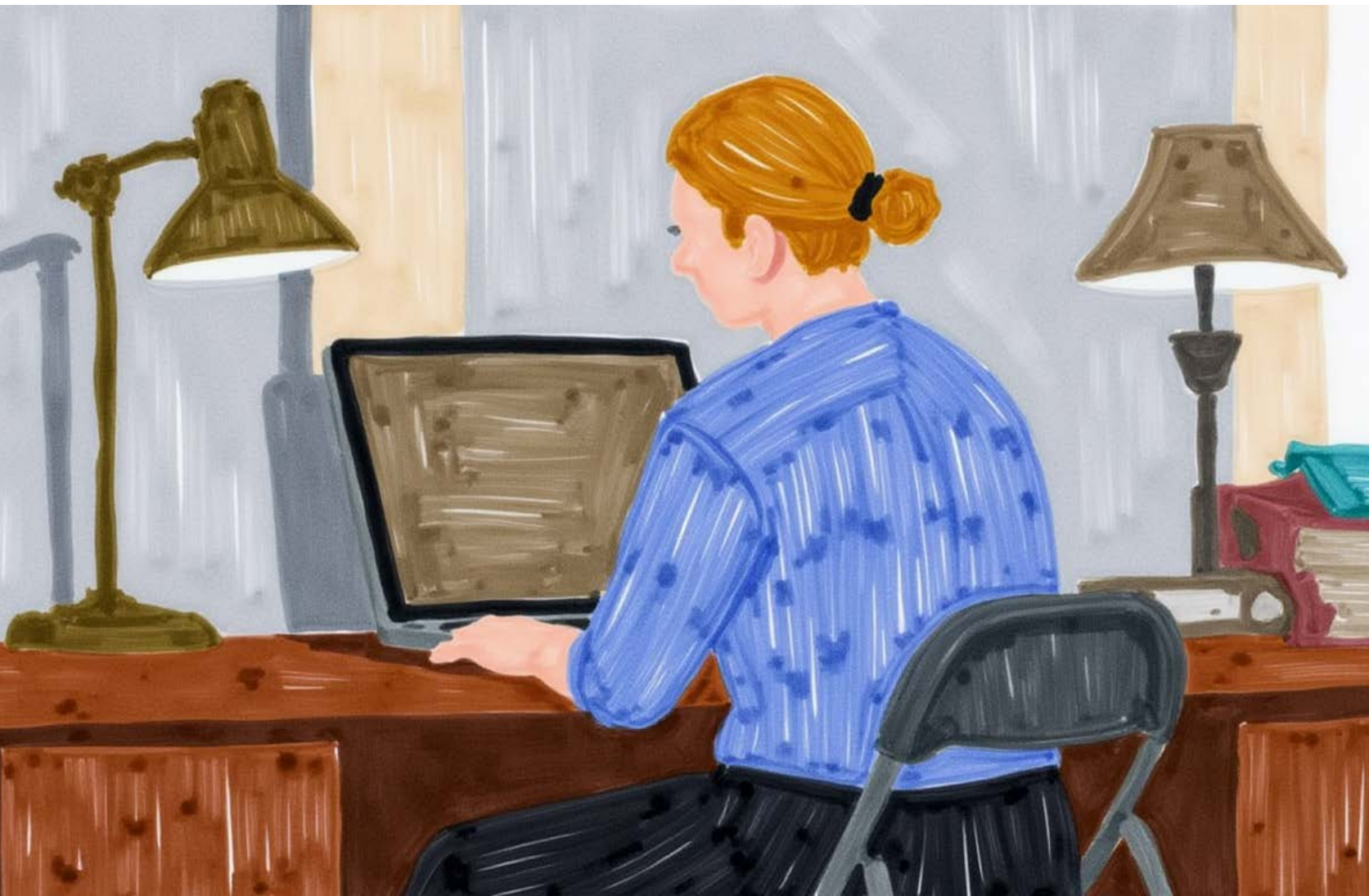


How We Develop Our Staff

Learning and Talent Development

In 2025, DataArt had two major goals regarding developing talents — **maintaining DataArt's engineering excellence and future readiness with a focus on AI** and **empowering leaders and managers**

10× increase in AI learning at DataArt • **2× higher** consumption of GenAI and Agentic AI content vs. industry peers • **82%** of employees apply AI training skills on the job • **49** learning hours per colleague (vs. 14 global average) • **72%** NPS for Edu suite learning products • **84%** of colleagues apply knowledge from Edu suite training • O'Reilly award for Best in Reskilling and Upskilling Transformation



Engineering Excellence and Future Readiness

We continued investing in developing in-house learning experiences in the internal Edu suite. The NPS of the learning products within the Edu suite accounts for 72%. Eighty-four percent of colleagues confirm applying their knowledge and skills after the training in their daily work.

Leaders' and Managers' Empowerment

In 2025, we continued delivering leadership and management mentoring programs, ULead and She for Her. Participants' feedback remained strong, with NPS scores of 81% for ULead and 62% for She for Her.

- 35% of managers at DataArt participated in the programs.
- 90% of mentees reported applying the knowledge and skills gained through the programs in their work.
- Within a year of participation, over 20% of mentees were promoted or transitioned into new roles, demonstrating the programs' contribution to leadership development.

How We Develop Our Staff

Global People Development Initiative

Global People Development at DataArt focuses on **creating a supportive environment for colleagues' growth** by aligning personal strengths, company values, and client expectations, with a strong **focus on developing soft skills**. The team organizes soft skills training for individuals and teams and leads communities such as Team Spirit, Soft Skills Graduates, and the Trainers Club.

2,065
learning requests
(general + teams)

7
new trainers

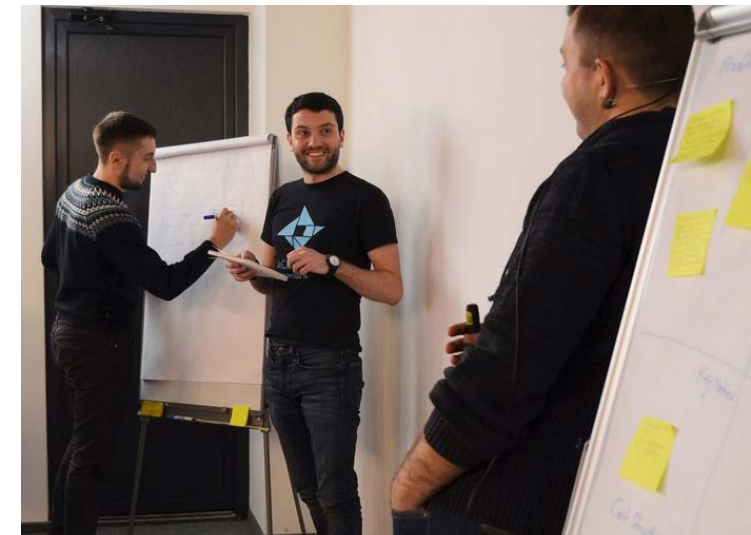
15
new trainings

Training Programs

- Trainer Certification Program
- Team Lead School
- Soft Skills Marathon

Our Communities

- 8 AI-related activities
- Soft Skills Graduates and Trainers Club launched 2025; on Viva Engage



Community Development and Support



Community development and support

DataArt Professional Communities in 2025

DataArt strengthens relationships with internal and external communities, building capabilities, and opening new opportunities. We developed and implemented educational initiatives and measures to improve community health and well-being.

3,000+
colleagues engaged

580
knowledge-sharing webinars held

24
educational projects completed

Key Achievements

- Launched the AI Community, delivering 73 educational sessions
- Updated qualification matrices to include AI literacy and AI-related skills for Node.js and React Native
- Introduced new learning offerings:
 - AI-enhanced courses for technical writers
 - AI for Design Learning
 - AI and Data Fluency checks for client-facing roles
 - AI Coding Challenge for .NET engineers
- Held seven AI adoption and opportunity sessions for Python
- Released A Development Guide to Enterprise AI with Spring AI
- Hosted a Copilot Coffee Talk for iOS Developers

Cross-Community Collaboration

- Conducted webinars between the AI Community and QA, QAA, Product, .NET, JS, Python, SAB, Team Spirit, and PM communities

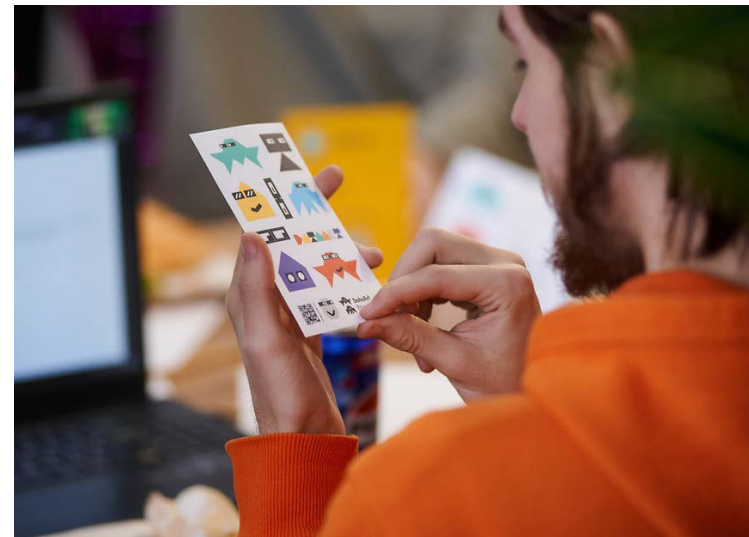


Key Educational and Expert Events

IT Talks and External Events Overview

In 2025, DataArt strengthened its global presence through a series of online and offline IT events aimed at knowledge sharing, professional growth, and networking across key markets.

Teams held numerous technical and community events worldwide. Highlights included Women Power Up and Open Day in Lublin in Poland, Fwdays IT Summit and UA Online PM Day in Ukraine, and Serbia's Game of Codes, She Codes, and the Fonboarding Company Fair, which drew nearly 200 students. Armenia hosted specialized sessions like AI Meetup, Infosec Meetup, and The Invisible Red Line. India conducted offline talks at CHRIST University and ran its educational programs — DataArt DevOps, JavaScript, .NET, and QA Automation Schools — reaching over 2,000 students and hiring 11 trainees. In total, Serbia alone hosted 50+ internal and external events, while Kazakhstan and Cyprus engaged their communities through meetups and job fairs.



Throughout 2025, DataArt held 10 online IT talks, mainly focused on AI, attracting participants from 30+ countries.

Together, these initiatives enhanced DataArt's visibility in global IT ecosystems while supporting education, diversity, and recruitment in local markets.

Early Careers

In 2025, DataArt strengthened its global education efforts through three major Early Careers programs — ProggyBuggy Contest, IT Camp, and Soft Skills Marathon — reaching learners in 65+ countries. These initiatives supported DataArt's sustainability goals to expand education access, foster diversity, boost employability, and build resilient professional communities.

Proggy-Buggy Contest 2025

The contest grew as a key global learning platform, welcoming 35% first time participants and creating communities across Ukraine, Kazakhstan, India, Georgia, and Poland.

10 offline hubs in five countries supported collaboration and inclusion.

Participants solved 13 problems with 9,000+ submissions across multiple programming languages.

Automated judging and AI based plagiarism checks ensured fairness.

Achieved CSAT 8.9 and NPS 9.1; outreach reached 102,000+ people.

Proggy Buggy continues to expand DataArt's accessible engineering education mission.

IT Camp 2025

A global early-career program that brought together participants from Eastern Europe, India, LATAM, and other regions. The initiative included webinars, workshops, and career development sessions led by industry experts.

The program attracted a diverse audience across different age groups and maintained strong participation from both men and women. It received high satisfaction ratings and positive feedback from participants. Improvements to the Learn platform further enhanced the learning and certification experience, while the program also supported recruitment efforts by helping identify promising candidates for future opportunities.

Soft Skills Marathon 2025

A learning program focused on developing communication, collaboration, resilience, and other essential skills for future-ready teams.

The initiative featured a series of workshops and webinars led by experts and brought together participants of different ages, genders, and cultural backgrounds from multiple countries. The program received high participant ratings, with feedback highlighting the practical value of the sessions and their positive impact on teamwork, communication, and personal development.

Key Educational and Expert Events

University and Educational Partnerships

DataArt collaborates with more than 60 universities and educational institutions worldwide, supporting student engagement, mentorship, and skill development. Partnerships include:

🇺🇦 Ukraine: Oles Honchar Dnipro National University; Dnipro University of Technology; Ivan Franko National University of Lviv; Lviv Polytechnic National University; Kharkiv National University of Radio Electronics; National Technical University "Kharkiv Polytechnic Institute"; Kherson National Technical University; Kherson State University; Igor Sikorsky Kyiv Polytechnic Institute; Odesa National Technological University; Odesa Polytechnic National University.

🇵🇱 Poland: Maria Curie-Skłodowska University; Lublin University of Technology; WSEI Kraków; UKEN Kraków; SWPS Wrocław; Wrocław University; Warsaw University of Technology; Techni School (Non-public programming technical school).

🇷🇸 Serbia: Faculty of Organizational Sciences (University of Belgrade); Faculty of Mathematics (University of Belgrade); Singidunum University; Faculty of Technical Sciences (University of Novi Sad).

🇵🇸 Bulgaria: Sofia University "St. Kliment Ohridski" (Faculty of Mathematics and Informatics); New Bulgarian University (NBU); University of Library Studies and Information Technologies (UniBIT); Plovdiv University "Paisii Hilendarski"; Varna Free University "Chernorizets Hrabar"; Technical

University of Varna; Ruse University "Angel Kanchev"; Burgas Free University (BFU); American University in Bulgaria (AUBG); South-West University "Neofit Rilski".

🇰🇿 Kazakhstan: Nazarbayev University; Astana IT University; Karaganda State Technical University; Buketov University; Nazarbayev Intellectual School in Karaganda; Bolashaq University; Turan University; South Kazakhstan State University; Kazakhstan Institute of Management, Economics and Strategic Research; Kazakh-British Technical University; Almaty Technological University; Suleiman Demirel University; KIMEP University.

🇦🇲 Armenia: Yerevan State University; UFAR (French University in Armenia); AUA American University of Armenia; ASUE Armenian State University of Economics; European College; AIESEC in Armenia; Picsart Academy; Informatics College of Armenia.

🇨🇾 Cyprus: University of Nicosia (UNIC); University of Central Lancashire (UCLAN); Cyprus University of Technology (TEPAK).

🇱🇻 Latvia: Transport and Telecommunication Institute.

🇮🇳 India: CHRIST University; Oxford College in Bangalore.

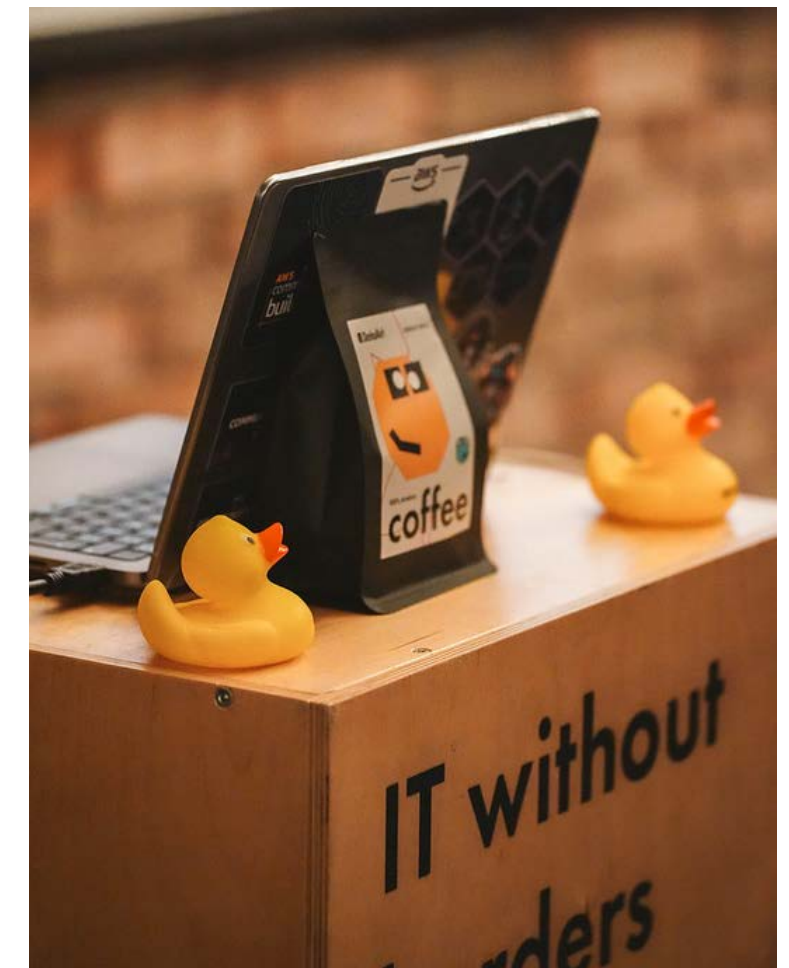
DataArt's Calling

DataArt's Calling is an online initiative offering free 30-minute one-on-one consultation sessions with

experts in Software Engineering, IT Management, Recruitment, and Human Resources Management.

More than 350 consultations were delivered by DataArt experts across Cybersecurity, Software Engineering, UI/UX, Career Development, HR, Program Management, AI/ML, QA, Product Ownership, and other domains.

The initiative reached participants in over 44 countries, significantly expanding its global footprint. With an average rating of 9.4 out of 10, the program received outstanding feedback from participants.



Key Educational and Expert Events



IT Museum DataArt

In 2025, the IT Museum DataArt embraced the corporate communications theme — data, exploring it through a museum lens. The team launched a research project on the history of data handling, resulting in an online exhibition dedicated to this topic.



The study spans millennia — from early observations of natural patterns to modern digital technologies. This media-archaeological research traces how humans have collected, processed, and represented data over time. The findings formed a catalogue of cards showing the evolution of technology across three themes: processing data, representing data, and data interfaces.

The special project “Recount, Sort & Figure Out”, launched in December 2025, celebrates humanity’s long journey in data processing and is part of a broader brand awareness campaign. Interim results were shared via LinkedIn and corporate blogs, alongside ongoing research on IT culture and heritage in DataArt locations.

To mark International Women’s Day, the Museum published a feature highlighting women’s collective contributions to computer technology.

In 2025, the IT Museum also collaborated on several joint external projects:

With Ukrainian media outlet ShoTam, celebrating the home computing movement, computer



clubs, and informatics Olympiads of the late 1980s–1990s.

With institutions in Serbia, co-organizing the YugoLogo homage exhibition honoring the former Yugoslav computer industry. The initiative involved the Technological Park in Niš, the Serbian IT Association, and local museums, linking industry heritage with today’s technology landscape.

Radio DataArt

Launched in 2023, Radio DataArt fosters connection, inclusion, and cultural exchange across DataArt’s global teams. Using music as a bridge promotes collaboration, belonging, and emotional well-being.

- Live broadcasts from the Odesa office
- A Viva Engage community
- “Bits Around the World” segment featuring colleagues from various countries

Stronger Together: Community and Impact

Kahoot Platform for Team Connection and Belonging

Launched on July 1, the Kahoot platform was introduced to enhance team connection and foster belonging within the company. Since then, employee-created quizzes have become a popular engagement activity, connecting colleagues through interactive online and offline sessions. This initiative has helped build a more connected, inclusive workplace by offering a simple, fun way for teams to interact and learn together.



Support Ukraine Program

During 2025, more than 63 million Ukrainian hryvnias (UAH) were raised through 385+ fundraisers to support Ukrainians. The funds were directed toward supporting children, humanitarian aid, and healthcare.

NV, Ukraine's premier daily news resource, lists DataArt as one of the largest donors in the "IT and Telecommunications" category. Since the start of the full-scale invasion, DataArt has contributed UAH 618 million to support Ukraine and address humanitarian needs.

Our Ukrainian colleagues redirected funds from winter team-building activities and took part in the "Heroes in Motion" internal challenge, turning kilometers into donations to the Support Ukraine Initiative.

DataArt Forest in 2025

In 2025, DataArt teams in multiple countries stepped out into nature to plant trees and restore forests—from Armenia's mountains to forests near Warsaw.

- 1,000 oaks planted in Armenia in partnership with My Forest Armenia
- 400 trees in Larnaca, Cyprus
- 1,366 trees near Warsaw, Poland
- In Ukraine during the spring and autumn, together with Kremenets Mountains National Nature Park and Tvii Lis, DataArt joined annual reforestation efforts:
 - Common oak: 3.6 hectares planted
 - European larch: 4.3 hectares planted

- European beech: 11.8 hectares planted
- Native beech forests: 17.6 hectares restored

DataArt Forest Certificates

Interest in DataArt Forest Certificates in the System continues to grow, with certificate issuance increasing by 32% year over year in 2025.



Sustainability Risk Assessment



Key Sustainability Risks and Opportunities

Risk and Impact Management

DataArt manages environmental and social risks under IFC Performance Standards and industry best practices. The S&E Risks and Impacts Matrix, updated yearly, guides this ongoing process.

S&E Approach

Regularly reviews all operations to identify environmental and social risks.

Applies the mitigation hierarchy:

- Integrates S&E requirements to avoid or reduce negative impacts.
- Offsets residual effects using a “no net loss” approach.
- Pilots new S&E initiatives regionally, scaling successful ones companywide to support the SDGs.

Environmental Risks and Opportunities

The IT industry uses significant energy, contributing to greenhouse gas emissions — about 1.5% of global totals.

Climate-Related Risks and Assessments

In 2025, DataArt updated climate risk analysis following TCFD guidelines, identifying 12 risks and 7 opportunities (detailed description in Addendum 5).

Risks fall into Operational, Market, Financial, and Compliance categories, assessed by exposure level. Most Operational Risks are Extreme and Physical; others are Extreme/Chronic Transitional.

Scenarios consider below -2°C (low impact) and above -2°C (high impact) temperature increases, acknowledging rare major events even in low-impact scenarios.

Climate-Related Opportunities

In 2025, DataArt reassessed seven climate-related opportunities under TCFD. They span Strategic, Operational, and Reputational areas, linked to:

- New Products and Services,
- Resource Efficiency,
- New Energy Sources, and
- Market Development.

Social and Human Rights Risks

DataArt also evaluates social risks with potential financial and reputational impacts:

- Armed conflict: Staff safety is prioritized in high-risk regions.
- Health risks: Pandemics and open-space stress can disrupt business operations.
- Talent retention: High turnover challenges skill management.

Low-magnitude Environmental Risks			
Environmental Risk	Estimated impact (in thousand USD)		Likelihood
	2024	2025	
Decreased customer demand for ESG non compliance	13,265	↓ 12,213	More likely as not
Extreme hot weather	572	↓ 237	Very likely
Earthquake and volcano	217	↓ 209	About as likely as not
Power blackouts	220	↓ 204	Likely
Forest wildfires	109	↓ 89	More likely as not
Freezing rain	87	↓ 84	More likely as not
High electricity costs	75	↓ 66	Very Likely
Floods and coastal flooding	128	↓ 35	Likely
Hurricane, tornados, storms	49	↓ 35	Very likely
Enhanced emissions-reporting	57	↓ 31	Likely
Extreme cold	24	↑ 25	About as likely as not
Carbon Tax	50	↓ 21	More likely as not
Inaccurate disclosure	19	↑ 21	About as likely as not
Total	14,873	13,272	

High-magnitude Environmental Risks			
Major Environmental Risk	Estimated impact (in thousand USD)		Likelihood
	2024	2025	
Decreased customer demand for ESG non compliance	23,6	↓ 22,2	About as likely as not
High magnitude earthquake	73,5	↓ 6,6	About as likely as not
Extreme cold/heating failure	2,2	↓ 4,3	About as likely as not
Extreme forest fires	2,3	↓ 1,9	About as likely as not
Nuclear Power Plant Accident	2,2	↓ 1,7	About as likely as not
Extreme hot weather	1,6	↓ 1,6	Likely
Carbon tax increase	2,1	↓ 1,4	More likely as not
Hurricane, tornados, wind storms	0,6	↓ 0,6	More likely as not
Extreme flooding	1,5	↓ 0,3	More likely as not
Freezing rain	0,4	↓ 0,3	About as likely as not
Enhanced emissions-reporting	0,4	↓ 0,2	More likely as not
Inaccurate disclosure of emissions	0,2	↓ 0,2	Likely
High electricity costs	0,2	↓ 0,06	Likely
Total	113,3	35,7	

Climate Opportunities	Estimated impact (in thousand USD)		Likelihood
	2024	2025	
New ESG minded clients due to establishment of Sustainable Supply Chain Policy	20	↑ 19,9	Very likely
New ESG minded clients due to shift to green or lower-emission sources of energy	10,2	↑ 10,3	Very Likely
Work from home policy	2,1	↑ 1,9	Likely
Development of climate-related IT-products	1,5	↑ 1,3	More likely as not
Reducing consumption of electricity, heat and water	0,05	0,05	Likely
Reducing traveling and use of more efficient modes of transport	0,01	0,01	Likely
Total	33,8	↑ 33,9	

Major Climate Opportunities	Estimated impact (in thousand USD)		Likelihood
	2024	2025	
Attraction of new ESG minded clients by Sustainable Supply Chain Policy	27,3	↑ 35,2	Likely
New climate minded clients due to shift to green or lower-emission sources of energy	14,2	↑ 18,8	Likely
Work from home policy	7,9	↑ 14	Likely
Development of climate-related IT-products	3,5	↑ 4,4	About as likely as not
Reduced travel	0,5	↑ 0,7	More likely as not
Reducing consumption of electricity, heat and water	0,2	↑ 0,4	Likely
Total	53,7	↑ 73,5	

Key Sustainability Risks and Opportunities

- Cultural diversity: Language or cultural gaps may cause miscommunication.
- Human rights: Local violations or political repression can endanger staff, especially during relocations.
- Workplace health: Repetitive strain, eye strain, and stress-related risks are monitored.
- Gender equality: Risks include unequal pay or limited advancement.
- Cybersecurity: Data breaches and cyberattacks may impact reputation and compliance.
- Corruption: Bribery, fraud, or misconduct can trigger financial and legal consequences.

Business Continuity Program

Led by a dedicated Officer, this program covers flooding, fires, hurricanes, and extreme winds — all medium to high probability but potentially severe.

Recovery steps: system reconfiguration, hot and cold reserves, backup restoration, and data recovery.

Emergency Response Team (ERT)

Supports colleagues during war, disasters, or other crises by:

- Monitoring staff safety daily.
- Issuing urgent process updates.
- Responding to all inquiries 24/7.
- Coordinating force majeure actions.

ERT members represent all major functions and locations. DataArt also provides regular information security updates to clients.

Social and Human Rights Risk	Estimated impact (in thousand USD)		Likelihood
	2024	2025	
High turnover rate	6,9	↑19,4	Likely
Infectious disease outbreaks	4,5	↑6,5	Likely
Armed conflict and civil unrest physical risks to staff	1	↓0,6	About as likely as not
Data breach	4,2	↓0,6	About as likely as not
Multicultural conflicts and diversity management failures	0,04	↑0,3	About as likely as not
Risk of corruption through making financial or in-kind contributions to political parties, politicians, or causes	0,03	↑0,3	Unlikely
Non-work related injuries and illnesses	0,2	↑0,3	More likely as not
Disclosure of privacy data to government organizations or law enforcement	0,6	↓0,2	About as likely as not
User privacy violations	2	↓0,1	About as likely as not
Risks of violations of basic human rights	0,3	↓0,1	About as likely as not
Work related injuries	0,5	↓0,02	About as likely as not
Discrimination risks	0,07	↓0,02	More likely as not
Office fire casualties and loss of property	0,9	↓0,1	About as likely as not
Risk of anticompetitive behavior	0,07	↑0,1	Unlikely
High attrition rate after parental leave	0,05	↓0,05	About as likely as not
Risks of violations of Forced Labor	0,02	↓0,02	Unlikely
Risks of violations of Child Labor	0,001	↓0,007	Unlikely
Violation of client requirement of DEI Policy	0,002	↓0,003	About as likely as not
Freedom of association and the right for collective bargaining violations	0,006	↑0,001	Unlikely
Office not suitable for people with disabilities	0,001	↓0,0002	About as likely as not
Total	21,5	28,6	

Major Social and Human Rights Risk	Estimated impact (in thousand USD)		Likelihood
	2024	2025	
Armed conflict and civil unrest physical risks to staff	21,8	↑38	Likely
High turnover rate	12	↑37,4	Very Likely
Office fire casualties and loss of property	18,3	↑30,5	Unlikely
Discrimination risks	5,9	↑8,9	About as likely as not
Data breach	0,5	↑6	Unlikely
Infectious disease outbreaks	4,4	↑5,6	More likely as not
Non-work related injuries and illnesses	2,2	↑3,6	Likely
User privacy violations	0,4	↑3,4	Unlikely
Risks of violations of Forced Labor	2,1	2,1	About as likely as not
Risks of violations of basic human rights	1,4	↑2,7	About as likely as not
Work related injuries	1,8	↑2,7	About as likely as not
Risks of violations of Child Labor	1	↑1,6	About as likely as not
Disclosure of privacy data to government organizations or law enforcement	0,7	↑1,6	Unlikely
Freedom of association and the right for collective bargaining violations	0,9	↑1,5	Unlikely
Risk of corruption	0,8	↑1,2	Unlikely
Violation of client requirement of DEI Policy	0,9	↑1,1	More likely as not
Risk of corruption through making financial or in-kind contributions to political parties, politicians, or causes	0,8	↑1	Unlikely
Office and operations not suitable for staff members with disabilities	0,6	↑0,9	About as likely as not
Multicultural conflicts and diversity management failures	0,3	↑0,4	More likely as not
Risk of anticompetitive behavior	0,2	↑0,3	Unlikely
High attrition rate after parental leave	0,1	↑0,2	Unlikely
Total	76,8	↑150,6	

We Care for the Environment



DataArt Cares for the Environment

“We care about the environment and climate change and take responsibility for improving efficiency in our consumption of energy, water, and other natural resources.”

Environmental Responsibility and Climate Action

DataArt recognizes environmental protection and climate change mitigation as integral elements of responsible corporate governance. The company manages the environmental impacts associated with its operations, energy consumption, business travel, and other relevant value chain activities. The company’s climate strategy is aligned with the Science Based Targets initiative (SBTi) and forms part of its Environmental and Social Performance Program.

DataArt’s environmental commitments are defined in the Sustainability Manifesto and the Social and Environmental Policy, which establish principles for environmental management, climate action, and responsible resource use across all offices and operations. These policies incorporate the precautionary principle, adopted at the United Nations Conference on Environment and Development (Rio de Janeiro, 1992).

Climate Governance

Climate oversight is embedded within DataArt’s governance and internal control framework and supported by ESG risk management processes and performance monitoring. The company applies a risk-based approach to managing climate-related risks and opportunities, integrating environmental considerations into operational planning and decision-making where applicable.

Key transition principles include:

- integration of climate risks into ESG risk

- inventories and internal assessments
- reduction of operational carbon footprint through energy efficiency and responsible office management
- promotion of lower-carbon mobility practices, including prioritizing rail travel where feasible
- monitoring and improvement of business travel impacts on climate performance
- encouraging suppliers and business partners to align with DataArt’s environmental and ethical principles

Operational Environmental Initiatives

To reduce operational environmental impacts, DataArt implements a range of initiatives across its offices. These initiatives include:

- energy efficiency improvements in office facilities
- increased sourcing of renewable electricity where available
- support for low-carbon commuting options such as bicycles and electric mobility
- implementation of a sustainable business travel policy, encouraging lower-carbon transport options where feasible
- monitoring emissions associated with business travel and implementing mitigation measures

These initiatives are implemented through the company’s policies and operational guidelines, which promote environmentally responsible office management practices across DataArt locations.

Science-Based Climate Targets

In March 2025, the greenhouse gas emissions reduction targets of DataArt Enterprises, Inc. were validated by the Science Based Targets initiative (SBTi).

The validation confirms that the company’s climate targets are consistent with SBTi Standards and Guidance (Criteria version 5.2). DataArt has established the following near-term science-based targets:

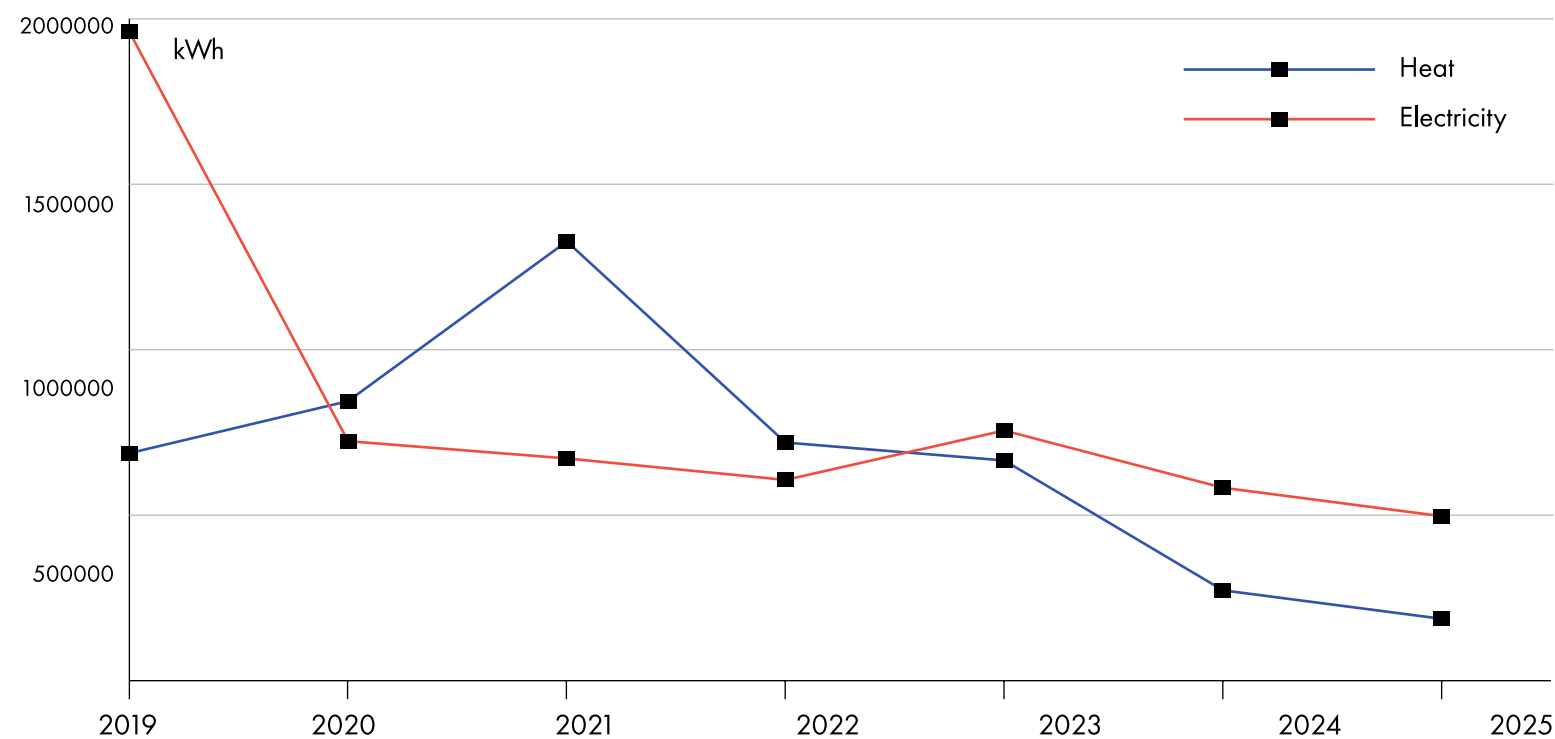
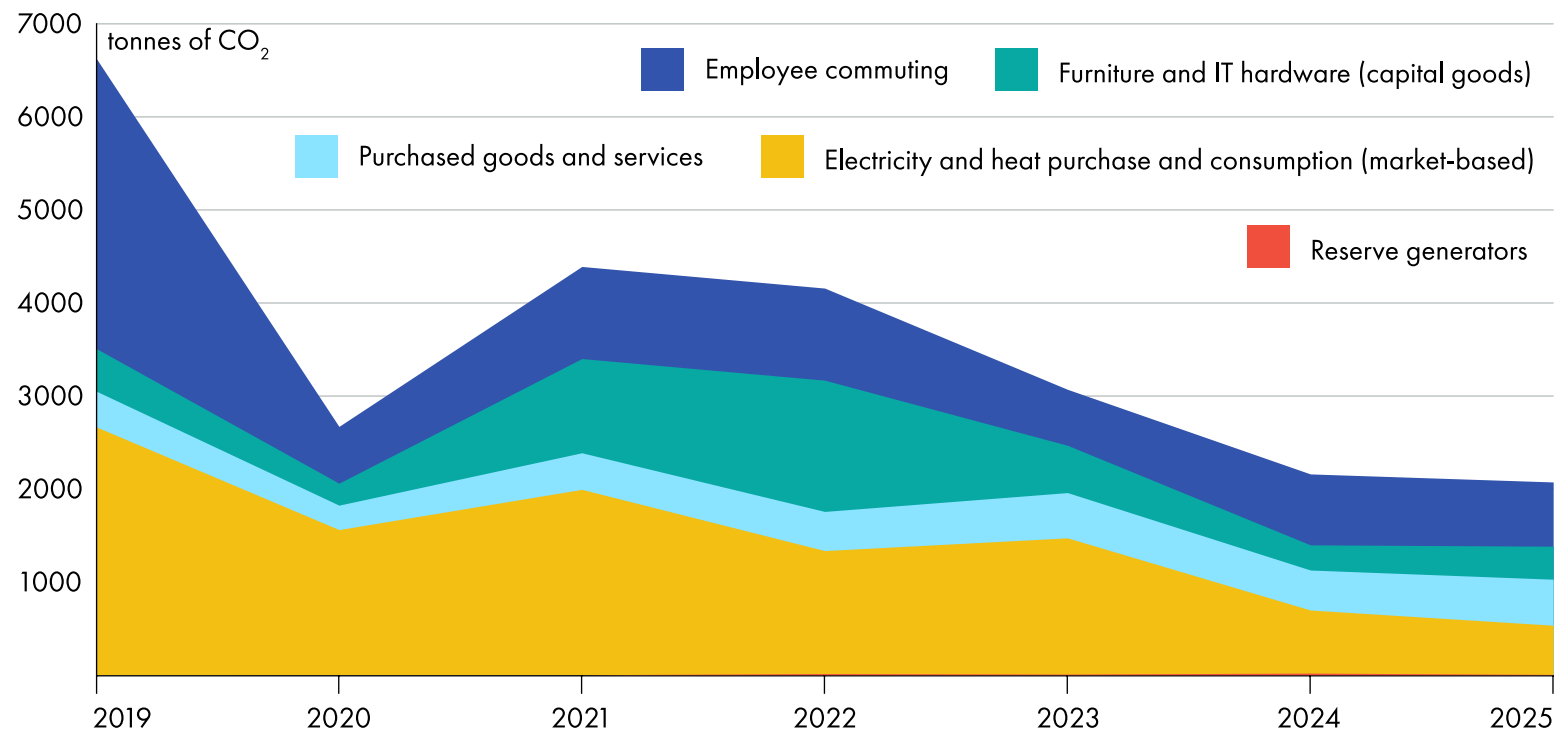
- reduction of absolute Scope 1 and Scope 2 greenhouse gas emissions by 56.6% by 2030, using 2019 as the base year
- increase of renewable electricity sourcing from 52% in 2019 to 100% by 2030
- reduction of Scope 3 emissions intensity by 56% per USD value added by 2030, compared with the 2019 base year

These targets align the company’s climate strategy with global efforts to limit temperature increase to well below 2°C, while pursuing a 1.5°C — aligned trajectory.

Greenhouse Gas Emissions Accounting

DataArt quantifies greenhouse gas emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. This report includes preliminary estimates for 2025 emissions, calculated using 2024 emission factors from AIB, DEFRA, EPA and other agencies.

Preliminary calculations indicate that total Scope 1, Scope 2, and Scope 3 emissions in 2025 increased compared to 2024 by approximately 4%, reaching 3,105 metric tons CO₂e.



Scope 1 Emissions (direct emissions from owned or controlled sources)

Scope 1 emissions arise primarily from direct fuel consumption, including the use of backup generators. In 2025, several DataArt offices in Ukraine relied on diesel backup generators due to electricity supply disruptions. This resulted in approximately 3 metric tons CO₂e of Scope 1 emissions.

Scope 2 Emissions (indirect emissions from consumed electricity and heating)

Scope 2 emissions arise from purchased electricity and district heating used in DataArt office facilities. In 2025, DataArt offices consumed 1,735,907 kWh of electricity, which was 21% lower than in 2024. Heating consumption decreased by 27%, reaching 765,229 kWh, primarily due to a reduction in rented office space.

Using the location-based method, Scope 2 emissions decreased by 19%, reaching 715 metric tons CO₂e.

Using the market-based method, Scope 2 emissions in 2025 decreased by 53%, reaching 528.6 metric tons CO₂e. Electricity-related emissions decreased by 54%, reaching 291.9 metric tons CO₂e, while emissions associated with heating decreased by 61%, reaching 178.8 metric tons CO₂e.

In line with its near-term climate targets, eight DataArt locations in Europe transitioned to renewable electricity through power supply contracts and the purchase of Guarantees of Origin (GO) certificates. For this purpose, the company purchased 100 GO certificates for 2025 and 100 for 2024 through the IBEX Bulgarian energy exchange.

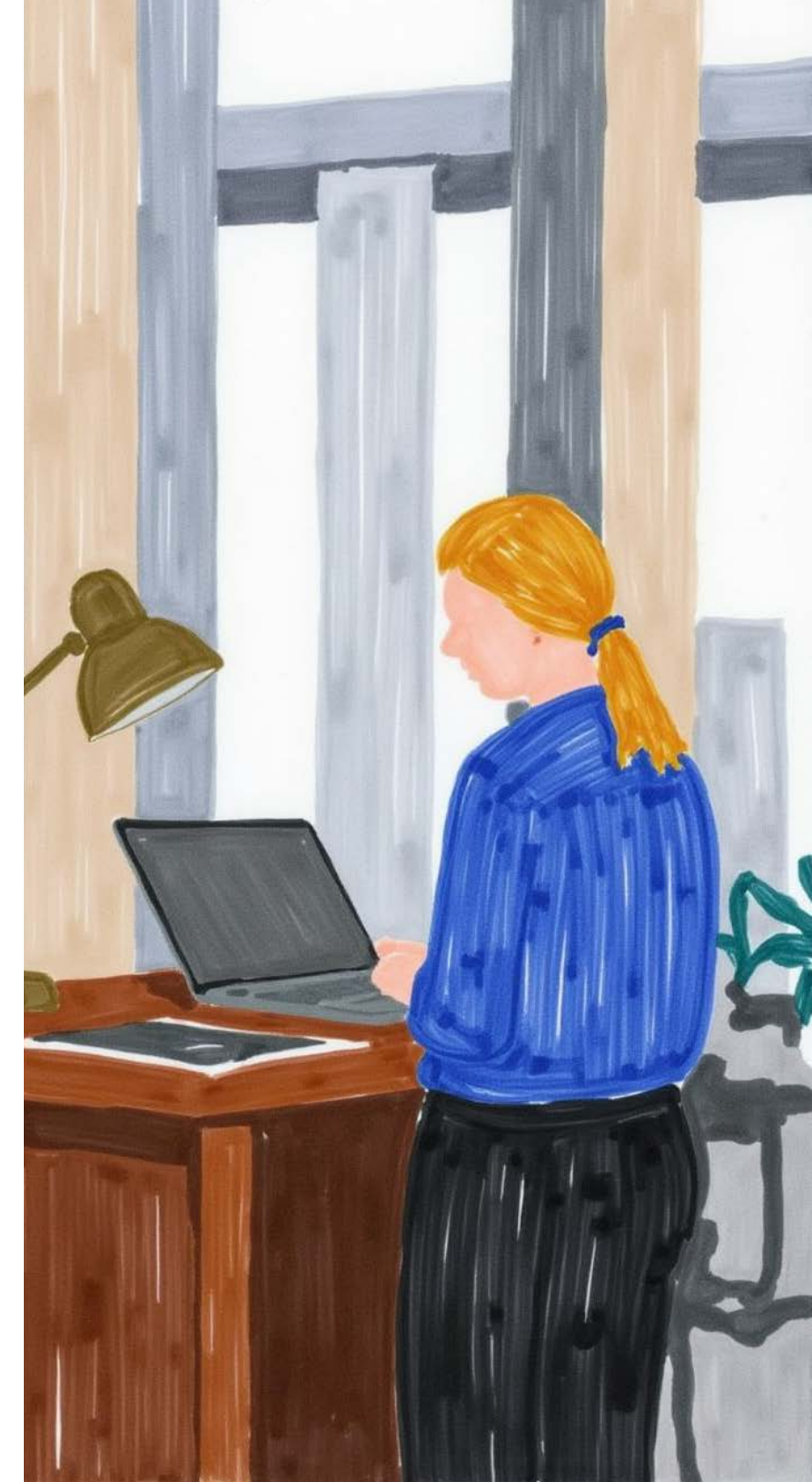
As a result:

- 43% of purchased electricity originated from renewable energy sources
- 70% of electricity consumption was supplied from low-carbon sources (renewables and nuclear)

Scope 3 Emissions (other indirect emissions associated with operational activities, including business travel and employee commute)

Scope 3 emissions are primarily associated with business travel, employee commuting, and procurement-related activities. In 2025, Scope 3 emissions increased by 6% compared with 2024, reaching 2,180 metric tons CO₂e. Business air travel resulted in approximately 736 metric tons CO₂e, representing a 29% increase compared with 2024. However, DataArt participates in the GreenPerk carbon management program, which enables the company to offset part of these emissions through verified carbon credits. Through this program, emissions associated with air travel were reduced to 344 metric tons CO₂e, which is 7% higher than the offset emissions reported in 2024. Employee commuting emissions decreased by 9%, reaching approximately 690 metric tons CO₂e, primarily due to a reduction in the number of employees working from office locations.

Governance, Ethics, and Integrity



Governance, Ethics, and Integrity

Values, Principles, Standards, and Norms of Behavior

DataArt's core values are:

- People first
Our colleagues and clients are people above all, rather than abstract counteragents or skill sets.
- Expertise
We allow all staff members to fulfill their full potential in DataArt's ecosystem.
- Flexibility
We offer all staff members an opportunity to experiment, gain new experiences and knowledge, and be ready for change.
- Trust
We promote the opportunity to count on one another and the readiness to trust others. DataArt leaders' role is to create a context in which people make their own independent decisions.

Governance, Ethics, and Oversight

Oversight of sustainability commitments is embedded within DataArt's governance and internal control framework and supported by senior leadership accountability, internal compliance functions, and risk management processes. Sustainability considerations are integrated into strategic planning, operational oversight, and performance monitoring.

- The company maintains a culture of integrity and ethical behavior through:
- conflict-of-interest management processes

- confidential grievance and whistleblowing channels
 - non-retaliation principles
 - mandatory training and awareness programs where applicable
 - ongoing monitoring and review of ethical risks
- Stakeholder engagement mechanisms, including internal forums, surveys, and grievance channels, support transparency and continuous improvement of governance practices.

Grievance Mechanisms

DataArt maintains and develops grievance and feedback processes to help employees, partners, and externals report issues, violations, or ideas for improvement. We ensure transparency, safety, and confidentiality at every step. The Grievance Committee is the main body handling complaints, escalations, and requests under corporate DataArt Grievance Management. Features such as Helpline, Whistleblowing, Telephone Line & Support 24/7, etc., although not formally part of the Grievance Function, are also part of the Grievance mechanisms.

Internal Channels

- Corporate mailing: for official requests and documenting decisions in formal grievance cases.
- Anonymous Grievance form: for complaints, suggestions, questions, and requests for help.
- Key Contact Points: a one-page visual map

of common issues with one-click access to the right services. Newcomers are introduced to it and it is available from the PM start page.

- Grievance Guidance: a single access point with links to detailed information on all feedback channels.
- Whistleblowing: supported by the Whistleblowing Policy and the Anti-Discrimination, Harassment and Bullying Policy, including several levels to raise concerns (PM, HRM, Head of location, Compliance Committee, Helpline) and an anonymous channel via whistle-blowing.dataart.net.
- Helpline: internal mental health support (dataart.helpline@dataart.com).
- Dedicated mailing groups for specific issues: privacy@dataart.com and sustainability@dataart.com.
- Informal channels: personal networks, emails, face-to-face meetings, social networks.

External Channels

- Contact Us forms on all corporate and local websites for third-party feedback and complaints.
- Anonymous report option on our websites (added in 2024) allows anonymous or non-anonymous reports of issues. All appeals are handled by the Grievance Committee as internal ones. In 2025, three external users used it vs six 2024.
- Telephone Line: DataArt Support provides 24x7 telephone support for external requests.

Governance, Ethics, and Integrity

Grievance Governance

The Grievance Committee includes representatives of key functions and top management for prompt, competent resolution and visibility into serious cases.

A certified moderator is associate member of the Grievance Committee since 2024 to assist with complex negotiations and conflicts.

Navigating & Education about anticorruption

- Sustainability-related content on Viva Engage, including case studies, practical recommendations, and industry insights.
- Raising awareness through regular publications in Gazeta.
- Maintaining ongoing communication with newcomers through dedicated onboarding mailings.



- Feedback One-Page guide for newcomers and Feedback at DataArt page on Confluence.
- Sustainable Leadership webinars followed by Anti-Corruption surveys.
- Sexual harassment corporate course designed and implemented on EDU platform, included to DM onboarding, marked as recommended for HR and PM, and added to mandatory courses in locations where such training is required.

Data Protection

HR Management Privacy Protection: Policies and Practices

- DataArt's Personal Data Protection Policy (latest version dated 24/07/2025, approved by the DataArt CCO) defines the core principles of personal data management:
 - Lawfulness
 - Fairness
 - Transparency
 - Purpose limitation
 - Data minimisation
 - Accuracy
 - Storage limitation
 - Accountability
 - Integrity
 - Confidentiality
- The Policy reflects the requirements and risk-based approach introduced by the EU Artificial Intelligence Act.
- DataArt complies with local and international data protection laws and regulations.
- All employees and contractors complete mandatory annual awareness training.

- All relationships involving personal data processing are governed by documented contracts with terms required by applicable regulations.
- Personal data processing responsibilities are distributed among Delivery Teams, the Compliance Department, and the Information Security Department.
- Supporting policies and procedures include the Legitimate Interest Policy, Data Subject Request Procedure, Privacy Notice Procedure, and Data Retention Policy.

Government or Law Enforcement Requests for User Information

In 2025, no government or law enforcement requests for user information were received.

Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data

In 2025, there were no substantiated complaints regarding breaches of customer privacy or losses of customer data.

Sustainable Procurement and Local Impact

DataArt integrates environmental principles into procurement and operations wherever possible. We prioritize local sourcing to reduce transport emissions and support regional economies.

Our environmental performance and climate commitments are disclosed through sustainability reports that reference the GRI Standards and meet all relevant regulations.

Governance, Ethics, and Integrity

Ethical and Responsible Sourcing

We follow strict ethical, professional, and legal standards in all partnerships. DataArt works only with trusted vendors who undergo due diligence to confirm they follow the same principles. Supplier selection goes beyond cost considerations and includes:

- Environmental protection practice
- Respect for human rights and labor standards
- Policies against discrimination and corruption
- Supplier Code and Vendor Management

In 2024, DataArt extended its Code of Sustainable Suppliers to subcontractors and made its terms part of all contract templates. We also maintain a Vendor Management Policy and strong implementation process.

As an intellectual property company, DataArt does not operate manufacturing facilities or source physical materials.

Main Vendor Categories

- Internet service providers
- Hardware suppliers (energy-efficient equipment)
- Software and SaaS vendors
- Office rentals, supplies, and related services (following a “buy local” policy)
- Insurance providers, including medical coverage
- Consultants

DataArt Governance Structure

DataArt’s corporate governance follows best practices, regulatory requirements, and the company’s ongoing evolution.

- Main Governing Bodies
- General Shareholders Meeting
- Board of Directors
- President (CEO), Managing Director(s), Corporate Secretary, CFO
- Executive Board (Board of Partners) and its committees

Sustainability Management

Sustainability oversight is shared by the Board of Directors, Executive Board, and Executives. The Environmental and Social Compliance Officer (ESCO), a parttime role held by Andrey Shklyarov, leads sustainability reporting and coordinates activities through the Sustainability Committee.



About the Report

Aspect	GRI Standard	DataArt reply
Reporting period	2-3	2025
Date of most recent report	2-3	May 2025
Reporting cycle	2-3	Annual
Claims of reporting in accordance with the GRI Standards	2-3	This report has been prepared in accordance with the GRI Standards
External assurance	2-5	No
Restatements of information	2-4	GHG emissions of 2019-2024 updated to take into account new emissions factors
Executive-level responsibility for economic, environmental, and social topics, the highest governance body's role in sustainability reporting	2-13, 2-14	At DataArt, the Environmental and Social Compliance Officer (ESCO) is responsible for sustainability reporting. At this point, it is considered to be a part-time job. On June 22nd, 2020 the role was assigned to Andrey Shklyarov, acting Chief Compliance Officer at DataArt. ESCO is a member of the Sustainability Committee coordinating sustainability activities at DataArt.
Contact point for questions regarding the report	2-3	sustainability@dataart.com

Addendum 1. GRI Content Index

GRI Standard		
No	GRI General Disclosures 2021	Page
2-1	Organizational details	2
2-2	Entities included in the organization's sustainability reporting	2
2-3	Reporting period, frequency, and contact point	41
2-4	Restatements of information	41
2-5	External assurance	41
2-6	Activities, value chain, and other business relationships	3
2-7	Employees	14–15
2-8	Workers who are not employees	n/a
2-9	Governance structure and composition	40
2-10	Nomination and selection of the highest governance body	n/a
2-11	Chair of the highest governance body	n/a
2-12	Role of the highest governance body in overseeing the management of impacts	n/a
2-13	Delegation of responsibility for managing impacts	n/a
2-14	Role of the highest governance body in sustainability reporting	n/a
2-15	Conflicts of interest	n/a
2-16	Communication of critical concerns	n/a
2-17	Collective knowledge of the highest governance body	n/a
2-18	Evaluation of the performance of the highest governance body	n/a
2-19	Remuneration policies	n/a
2-20	Process to determine the remuneration	n/a
2-21	Annual total compensation ratio	n/a
2-22	Statement on sustainable development strategy	1
2-23	Policy commitments	8
2-24	Embedding policy commitments	8
2-25	Processes to remediate negative impacts	8, 29, 35
2-26	Mechanisms for seeking advice and raising concerns	38

2-27	Compliance with laws and regulations	n/a
2-28	Membership associations	5
2-29	Approach to stakeholder engagement	6
2-30	Collective bargaining agreements	20
302.	Energy 2016	
302-1.	Energy consumption within the organization	35
303.	Water and effluents 2018	
303-5	Water consumption	n/a
305.	Emissions 2016	
305-1	Direct (Scope 1) GHG emissions	35, add. 2
305-2	Energy indirect (Scope 2) GHG emissions	35, add. 2
305-3	Other indirect (Scope 3) GHG emissions	35, add. 2
305-4	GHG emissions intensity	n/a
401.	Employment 2016	
401-1	New employee hires and employee turnover	15
401-3	Parental leave	20
	Labor/Management Relations 2016	
402-1	Minimum notice periods regarding operational changes	19
403.	Occupational Health and Safety 2018	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	19
404.	Training and Education 2016	
404-1.	Average hours of training per year per employee	22
404-2.	Programs for upgrading employee skills and transition assistance programs	22–23
405.	Diversity and Equal Opportunity 2016	
405-1	Diversity of governance bodies and employees	17
418	Customer Privacy	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	39

Addendum 2.
Scope 1, 2, and 3 GHG Emissions,
Metric Tons of CO₂e

Nº	Category	Scope	2019	2020	2021	2022	2023	2024	2025	Change % 2025/2024
1	Reserve generators	Scope 1 (direct emissions)	0,4	0,0	0,0	12,4	7,0	15,4	3,2	-82%
2	Electricity and heat purchase and con-sumption	Scope 2 (market-based)	2 664	1 565	1 998	1 328	1 471	1 146	529	-20%
3		Scope 2 (location-based)	2 657	1 574	2 004	1 332	1 426	1 491	715	-19%
4	Consulting	Scope 3 category 1	148		189	148	169	127	124	-3%
5	Marketing & PR	Scope 3 category 1	79	51	92	102	104	63	81	34%
6	Catering, meals and other pantry supplies	Scope 3 category 1	58	19	32	72	98	124	158	27%
7	Events and entertainment	Scope 3 category 1	59	14	40	40	72	75	100	33%
8	Promotional materials	Scope 3 category 1	26	23	36	49	35	27	4	-87%
9	Telecommunications and postal services	Scope 3 category 1	5	5	5	7	10	14	14	1%
10	Office renovation	Scope 3 category 1	11	5	0	2	3	2	14	474%
	Purchased goods and services	Scope 3 category 1	385	116	394	421	492	433	495	15%
11	Furniture	Scope 3 category 2	40	24	3	131	136	0	8	4553%
12	IT hardware	Scope 3 category 2	418	213	1 010	1 279	372	329	346	28%
13	T&D losses	Scope 3 category 3	208	52	48	65	89	85	48	-22%
14	WTT genera-tion and T&D	Scope 3 category 3	271	150	142	58	33	33	26	-16%
15	Emissions from office waste	Scope 3 category 5	51	20	20	20	19	19	16	-14%
16	Business-travels	Scope 3: category 6	941	194	264	417	468	570	736	29%
17	Business-travels (with vendor program offsets)		941	194	264	417	468	320	344	7%
18	Hotels		366	62	131	210	175	84	140	67%
19	Colleague commuting	Scope 3 category 7	3 120	610	990	990	601	791	690	-9%
20	Fugitive emissions from air conditioning	Scope 3 catego-ry 8	67	66	66	66	66	66	67	-21%
	Total Scope 3 GHG Emissions	Scope 3	5 867	1 506	3 067	3 657	2 451	2 159	2 180	6%
	Total GHG Emissions	Scope 1,2,3	8 531	3 071	5 064	4 997	3 929	3 570	3 105	4%

¹The market-based figures are either based on residual fuel mix factors in accordance with Association of Issuing Bodies (AIB) reports for EU countries or similar calculations for other nations.

²DataArt identifies location-based emissions for every office based on reported and calculated GHG emissions factors provided by multinational and national bodies such as UNFCCC, (US EPA) eGrid database, UK Govt – Defra/BEIS

³The calculation methodology for air business travel is based on the ICAO CO2 emissions calculator.

Addendum 3.
Material Topics

Ranked by Importance	Material Topics (with significant impact)	GRI	Impact + Influence Rank
1.	Information security measures, business continuity planning and risk management	418	10,00
2.	Business ethics and compliance	205, 206	9,00
3.	Artificial Intelligence (Responsible AI & algorithmic governance)	418, 419, 406	8,00
4.	Sustainable Supplier Relations	308, 407, 408, 409, 410, 411, 412, 414	7,00
5.	Environment and climate	301, 302, 303, 305, 306	6,50
6.	Training & community education	404	6,00
7.	Fair labor practices and working conditions	401, 402, 407	6,00
8.	Diversity, equity and inclusion	403, 406	5,00
9.	Product responsibility & fair marketing	417	5,00

Addendum 4. Climate-related risks and opportunities

Climate-Related Risks	Type of Risk	Risk Category	Description of Impact
Floods, Sea level rise, and coastal flooding	Extreme/ Physical	Operational	Changes in precipitation patterns and extreme variability in weather patterns, including flooding with the destruction of roads, bridges, power lines, houses, and other infrastructure accompanied by life loss or human injuries leading to business shutdown.
Freezing rain	Extreme/ Physical	Operational	Freezing rain often causes major power outages by forming glaze ice. Power lines coated with ice become extremely heavy, causing support poles, insulators, and lines to break. The ice that forms on roadways makes vehicle travel dangerous. Freezing rain is often accompanied by human injuries.
Hurricanes, tornados, wind storms	Extreme/ Physical	Operational	Destruction of power lines, houses, and other in-frastructure accompanied by life loss or human injuries and leading to business shutdown. Transport delays.
Extreme hot weather	Extreme/ Physical	Operational	Negative effects of hot weather on staff members' health or equipment, leading to a slowdown or halt of operations.
Extreme cold weather	Extreme/ Physical	Operational	Negative effects of cold weather on staff members' health or equipment, leading to a slowdown or halt of operations.
Forest wildfires	Extreme/ Physical	Operational	The destruction of property. The release of hazardous chemicals from the burning of wildland fuels with significant impacts on human health.
Power blackouts and emergencies due to lack of system reliability	Extreme/ Transitional	Operational	Mass and rapid transition to renewable energy might cause temporary power blackouts due to a lack of system-level power storage capacities and modernized power grid services. Power outages at some point in the transition to low-carbon technologies are expected to become more wide-spread.
High electricity costs	Chronic/ Transitional	Financial	Rapid transition to carbon-free power production will lead to higher than inflation growth of electricity prices.
Enhanced emissions-reporting obligations	Chronic/ Transitional	Compliance	Increased stakeholders' concerns over climate change action lead to extra working efforts and labor costs for collecting and reporting information on emissions and reduction of GHG.
Inaccurate or fraudulent disclosure of emissions, resulting in fines and penalties and loss of consumer trust	Chronic/ Transitional	Compliance	Climate change is an evolving area with emerging disclosure regulations and standards such as TCFD or EU SFDR. Failure to comply with local emissions, reporting, or other laws could result in penalties. The cost of potential penalties is still emerging and so is largely unknown.
Decreased revenues due to reduced demand for products and services	Chronic/ Transitional	Market	DataArt provides IT services to over 80% of its customers from the major US, EU, and UK markets, where the customers' perception of climate change challenges is rapidly becoming wide-spread. It is primarily noticed in carbon footprint disclosure requests (for example, the CDP Supply Chain requests). Failure to meet those requests might eventually lead to these customers flying to other environmentally friendly IT companies.
Carbon tax introduction	Chronic/ Transitional	Financial	The estimated financial impact of carbon taxes in case of its introduction to the IT sector.
Other Environmental Risks			
Earthquake and volcano	Extreme/Physical	Operational	Earthquakes can result in ground shaking, soil liquefaction, landslides, fissures, avalanches, fires, and tsunamis. Between 1998 and 2017, earthquakes caused nearly 750,000 deaths globally, more than half of all deaths related to natural disasters. Over 125 million people were affected by earthquakes during this period, meaning they were injured, made homeless, displaced, or evacuated during the emergency phase of the disaster.
Climate-Related Opportunities			
Type of Opportunity	Opportunity Category	Description of Impact	
Development and/or expansion of low-emission goods and services	Products and Services	Strategic	DataArt efforts in GHG reporting might bring additional climate-minded customers looking for IT services with an estimated and low carbon footprint. DataArt is trying to meet the increased demand for sustainable products and services across all business units. The changing care for the environment driven by regulations and voluntary commitments makes DataArt customers look for digital and IT solutions.
Reducing traveling and using more efficient modes of transport	Resource Efficiency	Operational	DataArt is committed to extending facilities for green city personal transport as well as enforcing local travel policy (trains over planes). The extended use of videoconferencing significantly reduces the traveling needs and the carbon footprint of every staff member.
Work-from-home policy	Resource Efficiency	Reputational	Increased use of staff members from home reduces impacts on the environment and significantly reduces the personal daily carbon footprint of every staff member, as well as operational costs. This policy also increases the employer's value proposition (EVP) for DataArt workers.
Reducing consumption of electricity and heat	Energy Source	Operational	According to the DataArt Sustainability Manifesto, the company takes the commitment to implement technically and financially feasible and cost-effective measures for improving efficiency in its consumption of energy, water, as well as other natural resources
Reduced water usage and consumption	Resource Efficiency	Operational	
Shift to green or lower-emission sources of energy	Energy source	Reputational	Purchases of unbundled renewable energy certificates (RECs) provide an easy and affordable solution to shift and sponsor renewable energy. A zero-emissions strategy would, therefore, attract new climate-minded customers fighting for net-zero emissions.
Establishment of Sustainable Supply Chain Policy	Markets	Operational	Increased energy-efficient requirements would create incentives for more energy-efficient procurement of hardware and services,