



TRINETIX SUSTAINABILITY REPORT

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Be the change you wish to see in the world. Old but gold saying, indeed. I believe that people should be more grateful for what they have. That's why I want to begin by extending my heartfelt gratitude to each and every one of my colleagues.

Their dedication, passion, and unwavering commitment to our mission have made Trinetix what it is today. As team members and as unique individuals, they are the driving force behind our success, and I can't thank them enough for their invaluable contributions.

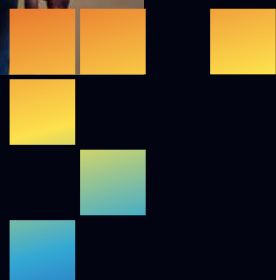
This Corporate Social Responsibility report serves as a testament to our unwavering commitment to excellence. At Trinetix, we aim not just to be a leader in IT services, but we set our sights on establishing the gold standard for the industry. It's a bold ambition, and it's one that we're actively pursuing every day.

Don't want to turn this word into double-talk, so I'd like to back up the previous statement by kindly reminding that these are TXians who managed to get a Fortune 500 client and leave it with us for years. Trinetix has risen above all the current circumstances and has become a strategic partner to progressive fast-growing companies including the Big Four accounting leader.

The future depends on what you do today. At Trinetix, we try to make these words carry weight, recognizing that our actions today shape the world of tomorrow.



Sasha Strozheimin
Co-founder & CEO at Trinetix



I prefer to avoid pathos phrases like "Our team members are the backbone of our organization". As for me, it's true to an extent. Because any bone could be broken. On the contrary, our TXians are the Unbreakable Soul of Trinetix.

Their dedication and hard work are tangible actions that have transformed challenges into opportunities and obstacles into milestones.

In these challenging times, when our beloved Ukraine faces a full-scale war, we stand resolute in our belief that we can change Ukraine and the world for the better. True transformation begins within, and as we grow and evolve, so too can the world around us.

Our commitment to our people, our values, and our vision for a brighter future remains unshaken. Together, we can be catalysts for change, driving progress not only within Trinetix but also within our nation and the global community.

With gratitude and hope,



Alina Okhremenko
Chief Human Resources Officer, Trinetix



ABOUT TRINETIX

CREATE.
INNOVATE.
PRODUCTIZE.

Trinetix is a trusted digital product partner to world-renowned enterprises and fast-growing businesses globally. We empower forward-thinking leaders to bring impactful ideas to digital reality through partnership, creativity, and innovation.

Our exploratory approach merges design, technology, and strategy under one roof, helping clients navigate digital change and shape a more promising future for their customers and talents.

12^{YEARS}

of industry experience

850⁺

talents globally

2.5K⁺

successful client engagements

4B⁺

revenue enabled
for clients

85%

of clients come back
with new projects


80%

senior talent on
our team


OUR CLIENTS




OUR SERVICES




EXPERIENCE
DESIGN



MOBILE
SOLUTIONS




CLOUD
ENABLEMENT




DATA AND
ANALYTICS



INTELLIGENT
AUTOMATION



BLOCKCHAIN
SOLUTIONS
ENGINEERING



INTELLIGENT
DIGITAL
ASSISTANTS

MISSION AND VALUES

Trinetix's mission is to unlock new opportunities for individuals and organizations to tackle today's challenges and shape the future.

Our core values:

VALUE-CENTRICITY	Our teams continually seek actions that will rapidly create value—for our clients, partners, and team members.
PURPOSE-DRIVEN INNOVATION	We believe in mission-aligned innovation that contributes to changing people's lives for the better—in big and small ways.
BOUNDLESS CREATIVITY	Building an environment that fosters co-creation, sparks creativity, and empowers people to become their best selves.
COMMITMENT THAT BUILDS TRUST	We strive to understand your unique values, challenges, and goals as our own—driving your business forward together.

TRINETIX RESPONSIBILITY

CSR VISION AND SUSTAINABILITY OBJECTIVES

Opening remarks by our CEO and our moves bear witness to our goal of making the world a better place. In the hands of TXians, this word turns into tangible things: food, clothes, equipment, and other things for those affected by the war in Ukraine; conscious energy consumption and implementation of energy-saving methods; increasing the importance of the role of women in the IT industry; promoting inclusiveness within Trinetix.

Our CSR vision is based on the United Nations goals. We take an active position in returning and maintaining peace in Ukraine and around the world, actively cooperate with leading Ukrainian charity organizations, and implement gender equality policies.

PARTIES CONCERNED

We advocate transparent and mutually beneficial communication. Also, one of our basic rules is to maintain equality and all-round development. That is why we value interaction with each party equally.

CLIENTS AND BUSINESS PARTNERS	<ul style="list-style-type: none">• Quality of services and products• Timely delivery• Ethical business practices	<ul style="list-style-type: none">• Continual improvement of service quality• Transparent communication and accountability• Adherence to ethical standards and industry best practices
CLIENTS AND BUSINESS PARTNERS	<ul style="list-style-type: none">• Career development opportunities• Professional environment• Team members well-being	<ul style="list-style-type: none">• Ongoing training and development programs• Team member engagement initiatives• Health and wellness programs
PROFESSIONAL COMMUNITIES	<ul style="list-style-type: none">• Knowledge sharing and collaboration• Industry leadership• Ethical conduct• Contributions to open source projects	Trinetix supports professional organizations, attends industry events, and contributes to open-source projects. We also encourage our contractors to get involved in the IT community by attending meet-ups and narrow-niched chats.
SOCIETY AND LOCAL COMMUNITIES	<ul style="list-style-type: none">• Environmental responsibility• Social initiatives• Community engagement	Trinetix is committed to giving back to the communities in which it operates. The company supports local and global (UNITED24) charities and nonprofits and encourages its team members to volunteer their time and skills to help others.
AUTHORITIES, GOVERNMENTS, COUNCILS	<ul style="list-style-type: none">• Compliance with laws and regulations• Economic impact• Civic engagement	<ul style="list-style-type: none">• Strict adherence to legal requirements• Contribution to local economies• Active participation in civic and community activities

In our interactions with these key stakeholders, we prioritize open communication, ethical conduct, and a commitment to making a positive impact. We actively engage with each party concerned, addressing their concerns and collaborating to create a sustainable, mutually beneficial future.

BUSINESS RESPONSIBILITY

Working as a strategic partner, we are dedicated to adhering to the highest integrity and quality standards in every aspect of our cooperation with clients.

We are committed to:



Bringing fresh market perspectives and diverse technological expertise to enhance our clients' products and the value they bring to the world



Supporting companies at each stage of their digital journey, from discovering opportunities to scaling and globalizing their products



Sharing the full scope of responsibility, risks, and rewards they incur during our collaboration

Our consistent focus on transparency, uncompromised quality, and value creation has earned the clients' long-term trust.

MOST OF OUR CLIENTS STAY WITH TRINETIX FOR 5+ YEARS



Here are the five principles that make the foundation of business responsibility we take and share within the company.

01 COMMITMENT TO ETHICAL INNOVATION

Working with industry leaders and technology challengers, we treat data privacy, security, and accessibility as paramount. Contributing to changing the world for the better, we strive to create technology solutions that benefit society and respect the individual rights of end users.

02 PROMOTING A COLLABORATIVE CULTURE

Collaboration is at the heart of everything we do at Trinetix. We encourage open communication, knowledge sharing, and teamwork. Our team members are empowered to promote effective collaboration with clients, partners, and the broader tech community to drive innovation and deliver exceptional results.

03 DRIVING OPERATIONAL SUSTAINABILITY

Our responsibility goes beyond project deliverables—it extends to the way we operate as a company. We continuously seek ways to reduce our environmental footprint and promote resource efficiency by building energy-efficient environment and keeping our procurement practices lean and technology-agnostic.

04 FOSTERING CONTINUOUS IMPROVEMENT

We are inspired by the passion for mastering innovation and encouraged to explore new technologies, methodologies, and ideas. Our dedication to continuous learning and innovation drives us to stay at the forefront of the tech industry, ensuring we deliver solutions that are not just up-to-date but also future-proof.

05 UPHOLDING INTEGRITY AND TRUST

Integrity and trust are the cornerstones of our company culture. We are dedicated to ensuring transparency, honesty, and fairness in all our interactions. Our strategic efforts and unwavering commitment to long-term success help us deliver measurable results that outpace industry benchmarks.

ORGANIZATIONAL GOVERNANCE

Trinetix is committed to excellent corporate governance. The company has a comprehensive set of policies and procedures in place to ensure that it operates in a responsible and ethical manner. These policies and procedures cover a wide range of topics, including business continuity, risk management, and compliance.

NAVIGATING UNCERTAINTY IN A TIME OF CRISIS

Before the full-scale invasion, Trinetix management couldn't ignore the possibility of a frightening crisis. That's why we developed a detailed plan and prepared ourselves for the worst scenario. And that's why we stand with Ukraine in these absolutely terrible times.

What We've Done for the Ukrainian People and Ukraine Itself

During the first stages of the war, we ensured the safety of TXians and their relatives. We arranged for two locations in Western Ukraine: the "Dnipro-Beskid" sanatorium in Truskavets' and several buildings in Chernivtsi Oblast. In total, over 200 people had the possibility to relocate. Also, we organized the transportation of our colleagues to the "Dynamo" sports base and the "ILZ" complex in Slavske. In total, 23 adults, 5 children, and 2 dogs resided there.

We've launched several humanitarian initiatives within our platform xFound and xCare project. We've gathered over **USD 328,000 on the xFound itself**, but the overall amount of Trinetix's contribution to Ukrainian victory **exceeds USD 2M**. As the war continues, we're on a mission to help Ukrainian people through new jobs, taxes, and humanitarian initiatives, especially focused on children.

HOW DO WE ENSURE UNINTERRUPTED OPERATIONS

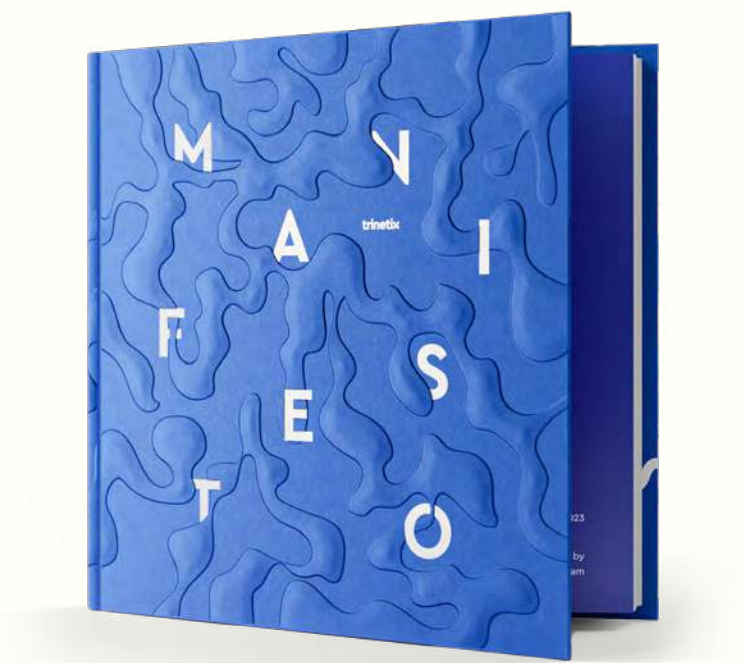
Trinetix completely understands all the responsibility to our clients. That's why we established an emergency response team responsible for disseminating specific action plans. The main measures we've already taken:

- We set up uninterrupted internet connectivity within our Ukrainian office, including Wi-Fi and backup LED lighting, utilizing inverters, generators, and battery assemblies (LIFEPO4).
- Our Development Center in the BC "Silver Breeze", benefited from industrial generators, continuous power supply from 10:00 to 21:00, and backup generators.
- We implemented a hybrid internet setup, combining two optical fiber connections with satellite internet via six Starlink terminals.
- Adequate stocks of drinking water, technical water, and long-lasting food items were maintained.
- We set up a dedicated emergency shelter on the second level of our underground parking facility, equipped with continuous Wi-Fi access, electricity, workstations with monitors for laptop connections, water, high-calorie meals, heaters, blankets, and kettles.



CODE OF CONDUCT

The Trinetix Manifesto serves as the cornerstone of our corporate culture and code of conduct. It was developed with careful consideration of the evolving needs and aspirations of our global organization.



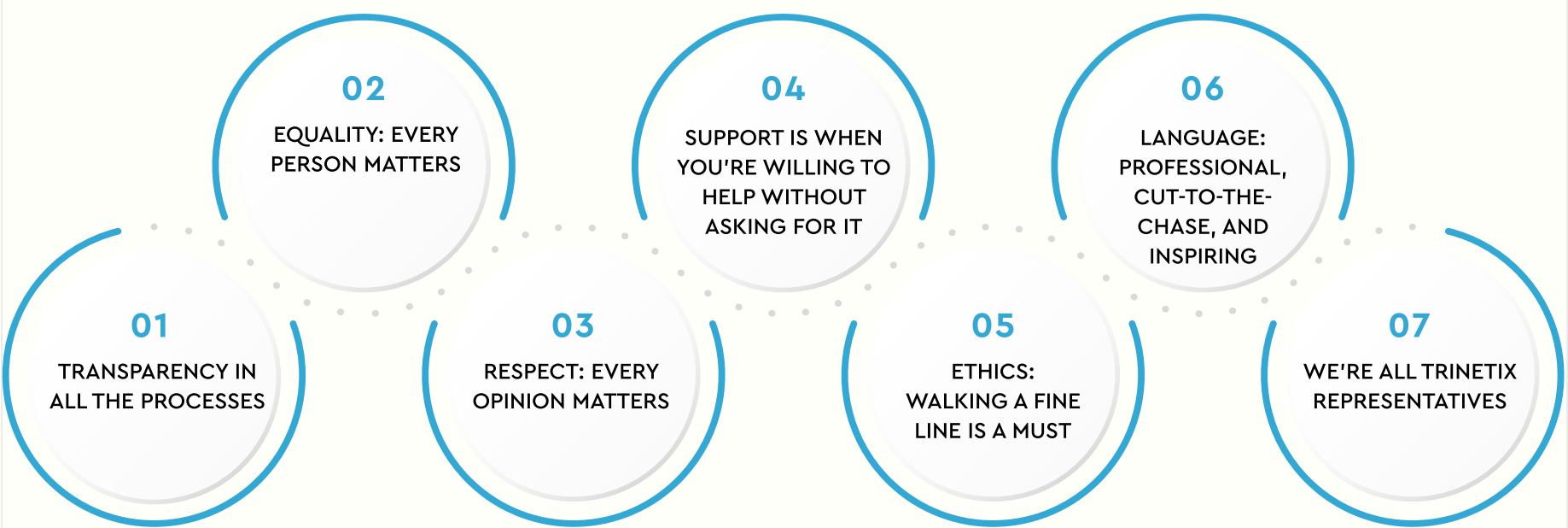
Origin and Purpose

The creation of the Trinetix Manifesto was driven by a collective desire to articulate our shared values and define the principles that guide us as individuals and as a company. There are times when sensitive topics pop up during the conversation. Or when, in the course of the normal work routine, situations arise that people don't know how to react to. The Manifesto is designed to help to walk a fine line. It also embodies our commitment to fostering a community culture that values ethics, innovation, and a sense of purpose.

Principles of Interaction

At its core, the Trinetix Manifesto is a set of principles that govern our interactions, both within our organization and with external stakeholders. It emphasizes respect, integrity, and accountability, setting the standard for how we conduct ourselves in every aspect of our work.

PRINCIPLES



COMMUNITY INVOLVEMENT

Trinetix is not only dedicated to providing exceptional IT services but also actively contributes to the broader IT community, fostering growth, knowledge sharing, and lifelong learning. We believe that it is important to give back to the community if you want to achieve global recognition. We are committed to supporting local and global IT communities and to helping others learn and grow.

IT Ukraine Association and European Business Association



As a responsible corporate citizen, Trinetix proudly holds membership in prominent industry associations. We are a part of the IT Ukraine Association, advocating for the development of Ukraine's IT sector, and the European Business Association, which promotes business-friendly policies and sustainable growth in the region. Our involvement in these associations allows us to participate in shaping the future of the IT industry at both national and international levels.

COMMITMENT TO KNOWLEDGE SHARING AND LIFELONG LEARNING

We understand that the IT landscape is dynamic and ever-evolving. To stay at the forefront of industry developments, we are deeply committed to knowledge sharing and lifelong learning. Our team members actively participate in training programs, attend industry seminars, and contribute to open-source initiatives.

We believe that our responsibility extends beyond our clients and projects; it encompasses nurturing a thriving IT ecosystem. By actively engaging with the IT community, participating in global events, and upholding a culture of continuous learning, we aim to contribute to the development of a vibrant and innovative tech industry that benefits us all.

GLOBAL PRESENCE IN 2023

In 2023, Trinetix expanded its reach and global presence through active participation in various international events and conferences. We believe in the power of networking, knowledge sharing, and collaboration on a global scale. Some of the notable events we were part of include:

Women in Tech (Poland)



We proudly supported and participated in the Women in Tech event in Poland, promoting gender diversity and equality in the tech industry.

Collision Tech Conference in Toronto



Trinetix had a chance to show its competence at a professional IT conference in Canada, engaging with experts and thought leaders to stay at the forefront of industry trends and innovations.

Blockchain Conferences in Hong Kong



Our participation in blockchain conferences in Hong Kong underlined our commitment to exploring cutting-edge technologies and their potential applications. Also, our ambition to become the most recognized company with in-depth blockchain expertise is worth mentioning, too.

PEOPLE PROVISION STANDARDS



PEOPLE-FIRST VECTOR

We prioritize the safety, well-being, and comfort of TXians above all else. Our commitment is visible in tangible measures such as ergonomic workstations, broad medical help coverage, and continuous improvement of office environments. During the uncertain times of the war in Ukraine, our people-first ethos was exemplified through swift relocation planning, ensuring the safety and peace of mind of our colleagues. It's not just about saying we care; it's about taking concrete actions to show that we do.



OUR TALENTS

Our diverse team of 850 individuals is the lifeblood of Trinetix. We celebrate the unique talents, perspectives, and experiences that each team member brings, recognizing that diversity fosters creativity and innovation. We are proud of our ever-evolving team composition, ensuring that our workforce remains a dynamic reflection of the world around us.

TALENTS WELL-BEING

We offer comprehensive incentives, including health insurance, flexible hours, and professional development opportunities. By the way, we placed no restrictions on how colleagues could use the mentioned financial support, recognizing that individual needs vary.

HEALTHCARE

We prioritize the physical health of our team members by offering premium insurance and providing support for preventive measures such as influenza vaccinations. Our commitment extends beyond our organization as we collect feedback on colleagues' health, share recommendations for disease prevention, and assist in fundraising for colleagues facing serious health challenges, including cancer and heart surgery.



MENTAL HEALTH

Recognizing the importance of mental health, we provide access to resources and support for mental well-being. We prioritize an open and supportive environment where team members can discuss challenges and seek assistance when needed. We also applied other moves toward good mental conditions:

- xLab Mental Health webinars
- Practical exercises within xLab
- We are working on the possibility of accessing platforms where our talents can choose any mental health specialist
- Also, we are developing a mental health program that will provide access to improved mental health for everyone



SPORTS ACTIVITY

Online training to improve health, compensation for TXians' sports activity, and active participation in sports events in the respective cities of Ukraine (after the coronavirus epidemic).

Trinetix actively participates in community events. For example, our united team participated in the Kyiv Unbroken Marathon. And here's what we got:

- 46 participants
- 39 online
- 7 offline
- Distances of 5, 10, and 21 km

Also, there was the Chestnut Run and the Legion Run—there are almost no sports events without our corporate team.

In response to the COVID-19 pandemic, we introduced the "Online Workouts with Trinetix" sports program during the period of remote work, fostering physical health and team bonding. Also, we offer lectures on healthy eating to promote overall well-being among our team members. Our holistic approach to health reflects our commitment to nurturing a healthy and thriving community both within and beyond Trinetix.



PROFESSIONAL DEVELOPMENT

PRE-PAID TRAINING PROGRAMS

Investing in the professional development of every team member is an investment in our collective success. That's why we offer a robust Professional Development training reimbursement program to contractors. Our commitment extends to a wide range of professional growth opportunities, including offline and online courses, conference participation, certifications, and external foreign language courses.

Moreover, we're planning to allocate different types of budgets for different directions of development. For example, Oleg likes sports activities, and he's really into English learning. So he can choose the plan where these two "directions" of development have the most significant share in the overall budget.

This move allows us to tailor the mentioned programs to personal needs and thus increase loyalty and eNPS in particular.

L&D EVENTS

We are dedicated to fostering a culture of continuous learning and knowledge sharing. Our Learning and Development (L&D) events provide valuable insights and expertise from both internal and external speakers. Here are some of the events we have conducted.

Trinetix Webinars

"Exposing Secrets of Accessibility": about insights into the implementation of Accessibility principles within the design system. Our team's experience in supporting users with disabilities is a testament to our commitment to inclusive design.

"Discovering Client Migration Tool Solutions": about our expertise in building Client Migration Tool solutions, offering insights into data migration from OnPrem databases to Cloud databases. Our use of SSIS for migration provides valuable insights for our team.

"Disclosing Azure Data Exam Preparations": about bringing our considerable experience to the forefront, offering guidance and insights into Microsoft Azure and Azure certification. This event serves as a valuable resource for those interested in Azure technology.

We also can't ignore our week-long xLab activity, where we dedicated a whole block to professional development and held 3 more webinars, an interactive game "Conquering Mars" and a special quest "Iguana Kidnapping" to develop team management and communication skills.

External L&D Activities

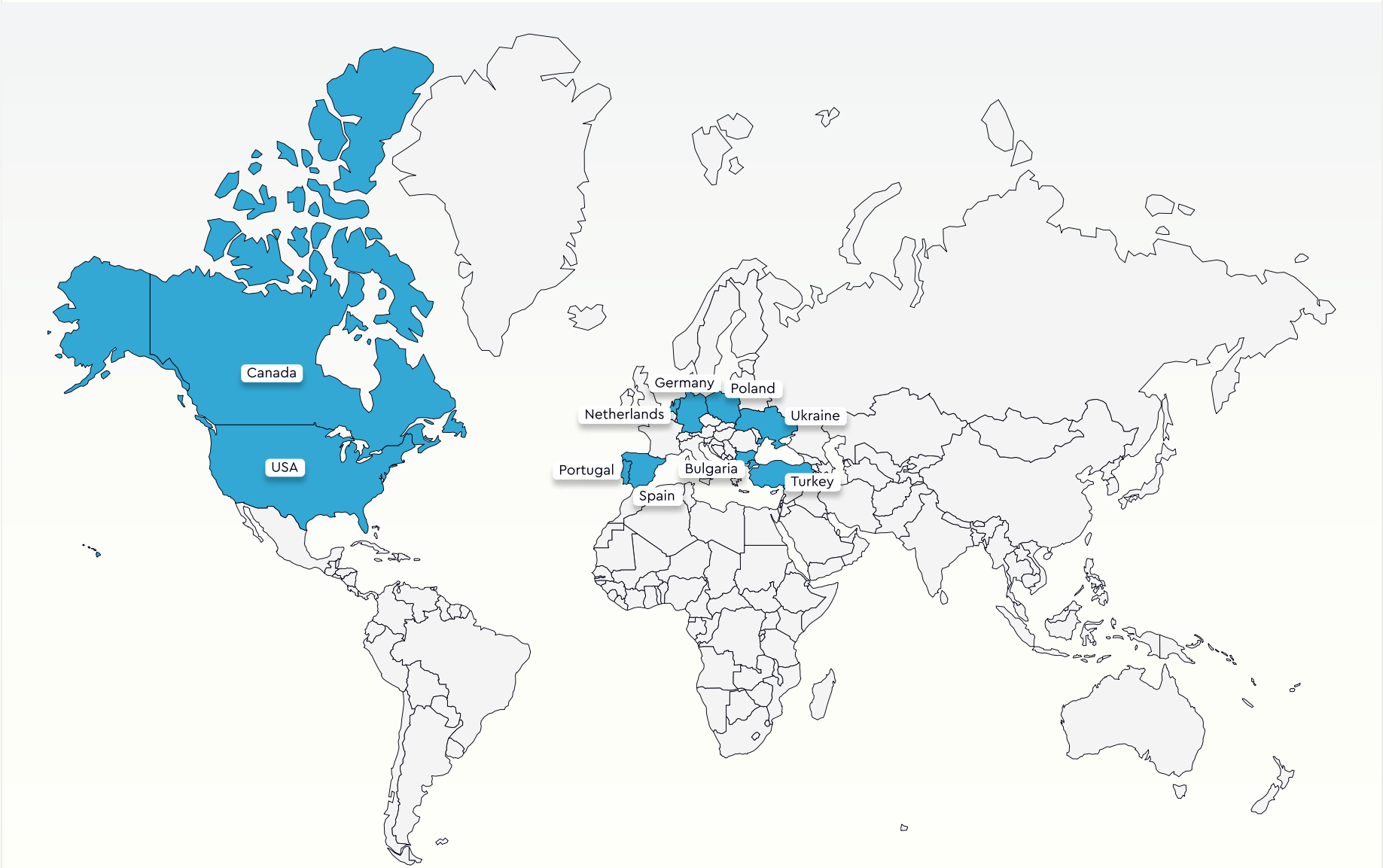
Webinar where we hosted an expert discussion on the future of business analysis and the role of AI within it. This insightful session explored the evolution of business analysis, current market trends, and the impact of generative AI on traditional business analyst tasks.

Webinar about Frontend provided valuable insights into Frontend development, highlighting key aspects that may have been overlooked in 2022-2023. This session offered an opportunity to stay up-to-date with the ever-evolving field of the subject.

GEOGRAPHY OF SPECIALISTS

Among others, we are represented in ten countries: the US, Ukraine, Poland, Portugal, Spain, Germany, Netherlands, Bulgaria, Canada, and Turkey. Our distributed team model is not just about expanding our global footprint; it's about ensuring uninterrupted operation and resilience in the face of unforeseen challenges.

Evidence of our commitment to continuous operation includes the presence of backup generators and Starlink terminals, guaranteeing that our work is unaffected by power outages or connectivity issues. Additionally, our multinational team can provide mutual support during emergencies, exemplifying our dedication to maintaining a seamless workflow regardless of external circumstances.



RESPONSIBLE PARENTHOOD

SIGNIFICANT LIFE TWISTS

We understand the importance of supporting our colleagues during significant life events, including the birth of a child. The company is always behind its talents ready to provide financial stability and peace of mind during this crucial time. With this, we ensure that all new parents receive the necessary support to ease their transition into parenthood.

ACTIVITIES FOR COLLEAGUES' CHILDREN

Our team organizes engaging activities for the children of our colleagues, creating a welcoming atmosphere for families within the Trinetix community.

ST. NICHOLAS DAYS AT TRINETIX


We believe in creating a family-friendly environment where our colleagues can balance their professional and parental responsibilities. St. Nicholas Days at Trinetix is a celebration of family and togetherness.

"ENGLISH LESSONS FOR YOUR CHILDREN" DURING QUARANTINE

Recognizing the challenges of quarantine, we provided online English lessons for children to continue their language learning journey from the safety of their homes.

"ST. NICHOLAS NEW YEAR'S WORKSHOP FOR CHILDREN"



We organized a virtual Christmas workshop where children and parents came together to paint Christmas toys. We provided kits to participate and facilitated an interactive session, fostering creativity and family bonding. The created Christmas toys were put up for auction, and together, we managed to raise more than USD 2300. The money went to the Zaporuka Foundation for Children with Cancer.




Про кампанію


Майстерня Святого Миколая Trinetix

Допоможемо малюкам перемогти онкологічні хвороби!
На день святого Миколая діти наших колег створили зворушливі новорічні прикраси, щоб підтримати хворих малят.
Дивись фото цих іграшок за посиланням – <https://bit.ly/3msg5Qc> та роби благодійні внески.
Давайте усі разом долучатися до благодійного проекту та примножувати [Показати більше](#)





Alina Kurinna



31.12.21
Завершено

50000
Збираємо

63277
Зібрали

Допмагаємо
Підопічним фонду

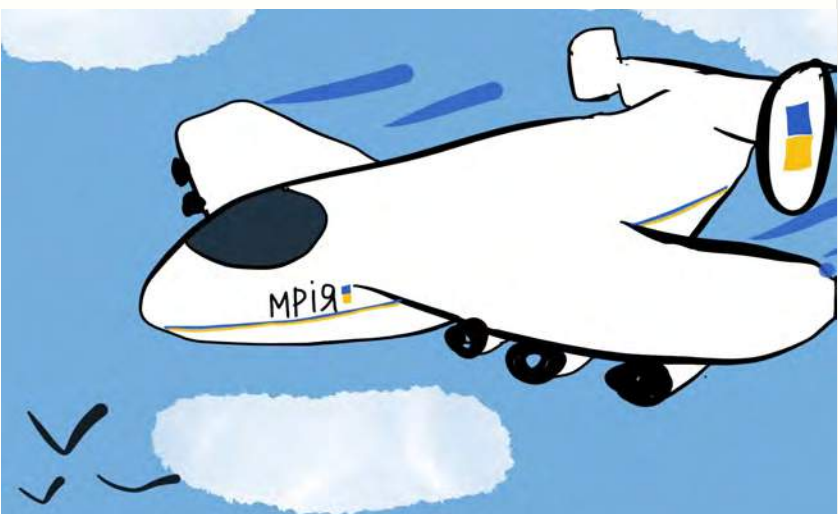
GIFTS FOR ST. NICHOLAS DAY

To spread holiday cheer, we distributed Lego construction sets tailored to each child's age and gender. Additionally, we shared a set of sweets branded exclusively for Trinetix.



INITIATIVE FOR THE DAY OF DEFENDERS OF UKRAINE

We are deeply committed to supporting Ukraine and its defenders. On the Day of Defenders of Ukraine, our initiative "Greetings from little TXians" demonstrated our solidarity and appreciation for the sacrifices made by our military personnel.



"GREETINGS FROM LITTLE TXIANS":

Children within our Trinetix community prepared heartfelt letters, drawings, videos, and songs to show their support for our defenders. We compiled their heartfelt messages into a touching video, which was sent to our military personnel as a gesture of gratitude. In return, the participating children received special gifts from us, reinforcing the importance of empathy and patriotism.



EQUITY AND DIVERSITY

OUR VECTOR

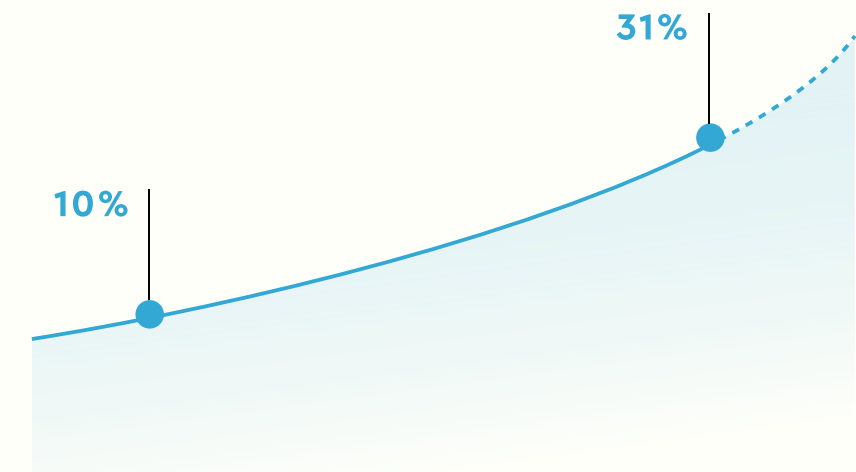
We are committed to fostering equity and diversity within our organization and in the broader tech industry. Our dedication extends to several key areas, including promoting women in leadership roles, supporting war veterans in Ukraine, and ensuring equal opportunities for people with disabilities.

GENERAL STATISTICS

Our commitment to gender equality is reflected in our workforce statistics:

31% of Women in the Company:

We are proud to report that 31% of our team is comprised of women—this figure has increased by 10% over the last three years.



Women in Technical Positions

In technical roles, we have 78 women, representing 9.61% of our overall number of colleagues, a figure that demonstrates our dedication to enhancing gender diversity across all functions.

Men in Technical Positions

The number of men in technical positions stands at 325, accounting for 40% of our overall team.

3.7 YEARS AVERAGE TENURE

Our team members' average tenure at Trinetix is 3.7 years, showcasing our ability to create an inclusive and supportive environment where team members choose to build long-lasting careers. It's worth mentioning that our retention among delivery leaders is 6+ years.

GRADES

Nurturing talents is at the core of our HR strategy. We maintain a healthy ratio of lead positions to other grades, ensuring a supportive environment for professional growth. This includes juniors, middles, and seniors. This pyramid structure encourages mentorship and knowledge transfer, fostering growth for all. With this approach, we empower juniors to learn from seniors while seniors benefit from opportunities to lead and guide. It's a balanced ecosystem that enables the continuous development of our team members, contributing to our collective success.

The ratio of lead positions to other grades is approximately 1:10. This means that we have a strong culture of mentorship and development. And as was said before, our lead positions are responsible for mentoring and developing their team members.

REINTEGRATION OF VETERANS

War veterans in Ukraine have made significant sacrifices for Ukraine. That's where our gratitude must come into play. Within our community, we have 14 military personnel and war veterans, some of whom are coming back into the workforce. To facilitate their reintegration, we are actively collaborating with veterans' foundations and NGOs (for example, Veteran Hub and others).

Our commitment extends to a series of educational lectures on effective communication and behavior when working with veterans. Furthermore, we are collaborating with our managers and C-suite to develop customized reintegration plans for these individuals. Through these initiatives, we aim to provide a comfortable and understanding space for veterans and ensure their successful transition back into the usual life.

NO AGE DISCRIMINATION

Our Vector

At Trinetix, our culture is rooted in democratic values and a commitment to fairness. We firmly uphold the principle that age should never be a factor in evaluating our team members. Instead, we assess talents solely on the basis of their knowledge, hard skills, and soft skills. We celebrate the diverse experiences and perspectives that team members of all ages bring to our organization, recognizing that each individual contributes uniquely to our collective success.

At Trinetix, age is never a barrier to personal or professional growth. We believe in creating an environment where individuals of all ages are empowered to excel and where their skills and expertise are celebrated, irrespective of the number of years they've lived.

Average Age

Our team spans a wide range of ages, reflecting our dedication to inclusivity and equal opportunities. **The average age at Trinetix is 34 years old.** Our team's age range is strikingly diverse, with our oldest team member being **62 years old** and our youngest colleague at just **18 years old**. This range showcases our commitment to providing opportunities for individuals at various stages of their careers.

RESPONSIBLE IMPACT

Our commitment to responsible impact extends beyond our immediate business operations. We are dedicated to making a positive difference in our community and the world at large. One of the ways we achieve this is through our internal crowdfunding platform, xFound.

xFound: Uniting for Ukraine's Defenders

xFound serves as a powerful testament to the generosity and solidarity of the Trinetix community. It's a platform that unifies our fundraising efforts, channeling financial support to Ukraine and its defenders during these challenging times of the russian invasion.

Social Impact and Humanitarian Aid

As of 2023, our collective efforts on xFound have resulted in an impressive achievement—raising nearly **USD 328 000**. This substantial figure reflects the social impact and humanitarian aid provided by Trinetix and its people. It's a testament to our commitment to making a positive difference in the world, particularly in regions facing adversity.

Volunteering by Our Colleagues

Our colleagues actively volunteer, and some of them have even founded their own charitable initiatives. For example, Liky.Help is an initiative aimed at procuring and delivering medicines to hospitals in eastern Ukraine. Or the Help.Ukraine telegram channel, where DPs could find housing options.



SUSTAINABLE DEVELOPMENT GOALS: TRINETIX'S COMMITMENT TO GLOBAL PROGRESS

As a responsible corporate entity, Trinetix is fully aligned with the United Nations Development Program's Sustainable Development Goals (SDGs). These global objectives serve as a guiding light for our corporate social responsibility (CSR) vector, underpinning our unwavering commitment to creating a more sustainable and equitable world. In this report, we shed light on how Trinetix actively contributes to four specific SDGs, underscoring our dedication to fostering a better future.

GOAL 16: PEACE, JUSTICE, AND STRONG INSTITUTIONS

Trinetix is committed to supporting peace and justice worldwide. The company has implemented a number of initiatives to support war veterans and their families, including:

- Providing financial assistance to war veterans and their families
- Offering cooperation opportunities to war veterans
- Partnering with veterans' foundations to provide support services
- Trinetix has also established a fundraising platform, xFound, to provide assistance to those affected by the war in Ukraine. The company has also launched an internal project, xCare, to help children affected by the war in Ukraine fulfill their dreams and needs.

As of 2023, all the TXians including the company itself collected and handed **over USD 2 million**, reflecting the incredible social impact and charitable spirit of the Trinetix community. This financial support directly contributes to peacebuilding and relief efforts in the region.

GOAL 5: GENDER EQUALITY

Trinetix is committed to promoting gender equality. The company has a vision to create an environment where everyone feels valued and respected, regardless of their gender.

As of 2023, 31% of Trinetix team members are women, and this number is growing. 78 of Trinetix's talents are women in technical positions, which is 9.61% of the total team.

To bear witness to our commitment to this goal TXians actively participated in the Women in Tech conference in Poland and other initiatives to promote gender equality in the tech industry. The company believes that diversity and inclusion are essential to success, and it is committed to creating an environment where everyone feels welcome and valued.

GOAL 17: PARTNERSHIPS FOR THE GOALS

TXians believe that partnerships are essential to achieving the SDGs. The company has partnered with a number of foundations and organizations to support its CSR initiatives.

Trinetix teamed up with the Serhiy Prytula Charity Foundation and conducted a series of educational tactical medicine events. Thus, we educate our team members on how to help people in critical conditions. Trinetix is also a partner of UNITED24, a platform launched by the President of Ukraine to raise funds for humanitarian aid to Ukraine.

GOAL 13: CLIMATE ACTION

While our primary focus is on societal development and humanitarian aid, we are also committed to our environmental responsibilities. Due to the war in Ukraine and the use of various weapons, there is pollution by specific emissions into the atmosphere, there is a problem of disposal of unusable military equipment and ammunition. Also, much of the territory is mined. All of this can lead to an environmental crisis. Therefore, in the near future, we are committed to supporting projects related to demining and equipment disposal.

Our ultimate goal is to invest in peace and stability in Ukraine, not only for its immediate preservation but for its long-term development. Our commitment to this goal aligns with the broader mission of safeguarding the planet for future generations.

As a global company, we channel our efforts into making the world a better place—for our clients, talents, and society as a whole. Trinetix's dedication is reflected in a variety of actions, from adopting sustainable business practices and fostering team members' well-being to actively engaging with communities and innovating solutions for global challenges.

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