



Valtech Ukraine

Corporate Social
Responsibility
Annual Report 2024





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Message from leadership

Valtech Ukraine: a journey of responsibility, sustainability, and impact

At Valtech Ukraine, Corporate Social Responsibility (CSR) is a commitment we live by every day. Since 2021, we have embraced CSR as a key part of our identity, shaping our culture and initiatives to drive meaningful, lasting change. Today, we are proud to share our first-ever 2024 CSR Report, highlighting our efforts in four key areas: Supporting Veterans and Their Families, Sustainability and Environmental Responsibility, Community Engagement and Social Impact, and Employee Well-Being and Inclusion.

Our CSR journey is shaped by the realities of our environment. In Ukraine, we recognize the urgent need to support veterans and their families, helping them reintegrate into civilian life through reskilling programs, career opportunities, and mental health resources. At the same time, we are committed to sustainability, integrating environmentally responsible practices into our operations to reduce our footprint and promote long-term ecological balance.

Community engagement is another cornerstone of our mission. We actively contribute to local initiatives, foster education programs, and encourage our employees to take part in volunteer efforts that strengthen the society around us. Finally, we remain dedicated to employee well-being and inclusion, ensuring that every individual feels valued, supported, and empowered to thrive in a diverse and equitable workplace.

CSR is not about meeting benchmarks – it's about making a real difference. By aligning our principles with action, we are building a future where business success goes hand in hand with social and environmental impact. We invite you to explore this report and join us on this journey.

Svetlana & Serafyma



Svetlana Gerassimova
Managing Director



Serafyma Falchevska
Marketing Consultant & CSR Lead



Our strategy: in brief

In 2021, we unveiled our Corporate Social Responsibility (CSR) strategy, built on three core pillars designed to foster positive social and environmental impact. Since then, we've remained steadfast in our commitment to making a difference, with each pillar guiding our initiatives. Our approach focuses on sustainability, community empowerment, and ethical business practices, ensuring that every action we take supports a better, more inclusive future for all. Through these pillars, we continue to drive meaningful progress and deepen our responsibility to society.



Valtech CSR pillars



Wellbeing

Wellbeing of our consultants is our priority. We care about mental and physical health of each one.



Society impact

We aim to improve the society we live in through philanthropy, volunteering and educational efforts.



Sustainability

We strive to meet today's needs while protecting tomorrow – by cutting waste, using less, and renewing natural resources.



CSR projects

In 2024, we've focused on key events, valuable feedback, and high-impact projects to drive our CSR goals. Our efforts are further strengthened by strong partnerships that enhance our ability to create meaningful change.



Sustainability & environmental responsibility



Greening the planet initiative

340



trees, seedlings,
and bushes

4



cities

80



colleagues with
their families



"Planting trees with my family was an unforgettable experience. It felt amazing to contribute to a greener future!"

Ivan Krot, Senior QA Engineer at Valtech UA





Pedal for the planet: choosing wheels over engines



”

As part of our ongoing commitment to sustainability, our colleagues chose cycling over driving, making a tangible impact on reducing our carbon footprint. This initiative not only encouraged healthier lifestyles but also demonstrated how small everyday choices contribute to global environmental goals.



Viktor Korotych,
Senior Frontend Engineer at Valtech UA

50

participants

6K

kilograms of CO₂
emissions
avoidance

5K

kilograms of
oxygen saved

2K

kilometres
without cars



Community engagement & social impact



Veteran Support

Through dedicated programs, we ensured veterans received the specialized benefits and mentorship they deserve. Successfully passing Veteran Hub's secret client test and achieving a high level of monitoring was a proud moment, but our true achievement is in the lives we've impacted through our 'Veteran Year' initiatives.



"Being recognized as '[Friendly to Veterans](#)' is more than an award – it's a reflection of our deep commitment to those who served."

Serafyma Falchevska, Marketing Consultant & CSR Lead at Valtech UA



Veteran-friendly workplace recognition

In 2024, Valtech Ukraine was honored with the Veteran-Friendly Award by the [Praktyka project](#), initiated by Veteran Hub. This recognition celebrates our efforts to foster a supportive and inclusive environment for veterans, promoting their integration into the workplace with empathy and respect.

As part of our broader commitment to diversity and inclusion, we continue to grow through both global and local collaboration – ensuring that every voice, including those of veterans, is heard, valued, and empowered.

14

Valtechies veterans

+3

Veterans working at Valtech after serving

1

internal quarter digest for Valtech veterans





Charity auctions

The war in Ukraine continues to bring long-term challenges for both veterans and civilians. In response, Valtech Ukraine launched an internal charity auction in 2023 – a small initiative that quickly became a meaningful annual tradition. Through this effort, we unite across offices to support vital rehabilitation programs and stand with those most affected.

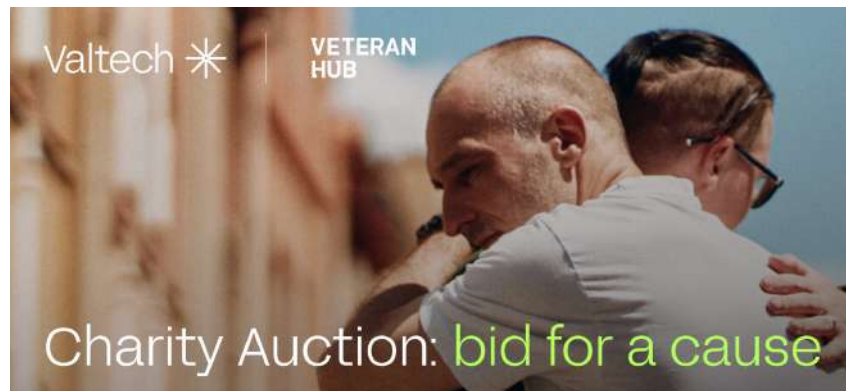
Superhumans Center

The first charity auction was dedicated to supporting the Superhumans Center – a world-class medical facility in Ukraine that provides comprehensive prosthetic rehabilitation for civilians and military personnel who have lost limbs due to the war. Through this initiative, we contributed to restoring mobility, independence, and quality of life for individuals who are facing one of the most challenging journeys of recovery.



5.3K
euro fundraised

5
rehabilitation
journeys for veterans



5K
euro fundraised

64
rehabilitation
sessions

Veteran Hub

The second auction focused on supporting rehabilitation programs for veterans. The funds were directed to the Veteran Hub, an organization that offers specialized psychological and physical rehabilitation services, helping veterans rebuild their health, reintegrate into society, and find stability after returning from the frontlines.

Привіт! Це було неймовірно круто, рада була бути з вами!!!
🥳 Організація на вищому рівні!!!!
Дякую всім причетним 🥰



хочу сказати, що це кращий аукціон евер!
(і не тільки тому, що я виграла Грицака 🎉)



Продублюю ще тут:
Я в захваті від аукціону, все подобається. Такі ви молодці. Така команда талановита. ❤️



[Discover how we organized the charity auctions from scratch](#)



Sharing expertise & strengthening communities

We contribute to local development through cooperation with Dnipro IT Cluster and Chernivtsi IT Cluster.

In collaboration with [Dnipro IT Cluster](#), our experts delivered a project management course for municipal utility companies, helping improve efficiency and drive innovation.

Through our cooperation with [Chernivtsi IT Cluster](#), we joined multiple events and initiatives – sharing expertise, fostering dialogue, and supporting the regional IT community.

By investing time and knowledge, we give back – empowering people and strengthening communities.



12

performances & participation
in Chernivtsi IT Cluster initiatives



7

lecture course for
Dnipro IT Cluster



The strength of any IT community lies in cooperation. By uniting companies, experts, and local partners, we build not just business – we build an ecosystem that creates long-term value for the entire region.



Dmytro Shkilniuk,
CEO at Chernivtsi IT Cluster,
Associate Project Manager at Valtech UA



Strong connections between business and communities turn knowledge into real change



Yevhen Hostishchev,
CEO at Dnipro IT Cluster



Volunteering

Among our colleagues are volunteers who have been supporting Ukraine since the beginning of the war in 2014, and many who joined these efforts after the full-scale invasion.

They fundraise, coordinate help, collect supplies, and support defenders, medics, displaced families, and local communities. Some have even established their own charitable funds, building long-term, structured aid initiatives.

As a company, we stand behind their efforts – providing financial support to help scale their activities and extend their impact.

This ongoing engagement reflects a shared commitment: responsibility goes beyond professional roles – it lives in daily choices, solidarity, and care for others.



Щиро вдячний за небайдужість і можливість допомогти.
Слава Україні! ❤️💛



+237.5K

UAH contributed by the company to help cover volunteer-driven needs

25

Valtech Volunteers

12

interviews from Valtech Volunteers



"You keep going – not because it's easy, but because someone out there needs you to. Volunteering teaches you to act when you're tired, to care when it hurts, and to trust that small, consistent efforts truly matter.

Alina Solntseva, Senior Project Manager at Valtech UA & Founder of Syla Voli Foundation



Support for pet shelters

Through our pet charity initiatives, we didn't just raise funds – we sparked hope. Every donation became a warm blanket, a full bowl, a safe corner. Soft paws found shelter. Gentle purrs filled quiet rooms. Tails wagged at the sight of new families.

In 2024 our support reached the Kyiv cat shelter "[Муркотун](#)" and the [Myrnohrad Animals Foundation](#) – giving homeless animals not just food and care, but dignity, comfort, and the promise of a fresh start.

Small acts of care can grow into meaningful, lasting change – for people, animals, and communities.



55

participants

2

adopted dogs

1

adopted cat

50K

UAH fundraised



"I highly recommend adoption – it's the natural source of dopamine and pure happiness!"

Maiia Tavliu, Digital Marketing Manager at Valtech UA



Employee mental health & well-being

We believe that people thrive when they feel supported, seen, and included. In 2024, we continued to invest in mental health, work-life balance, inclusive culture, and meaningful employee initiatives – creating a workplace where everyone can grow and belong.



Key initiatives



90

colleagues empowered through engaging sporty and mindfulness challenges



3

expert-led mental-health supportive lectures



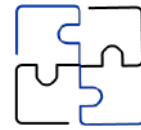
3

psychological articles, provided by our talented consultants



100

psychological consultation for Valtechies



5

workshops on stress management, depression and burnout prevention



"The stress management workshop helped me find balance and stay motivated: it's amazing to work in a company that truly cares."

Natallia Mytchenko, Lead Talent Sourcer at Valtech Ukraine



Diversity & inclusion

Diversity is more than a value – it's our strength. In 2024, we continued building a culture where every voice matters and every perspective fuels innovation. Through open dialogue, inclusive policies, and community-driven actions, we created space for everyone to show up as they are – and thrive.



Inclusion in action: the “03:00” dark museum

Inclusion starts with listening – to real stories and real needs. In partnership with the [03:00 Dark Museum](#) we hosted a session led by the museum’s founder *Alina Marnenko* and a team member with visual impairment.

Their personal experiences showed how small, mindful actions – like offering help correctly or using empowering language – can create truly inclusive environments.

We explored the Barrier-free communication dictionary and, inspired by this learning, introduced Braille navigation signage in our offices in 2025 – a small step toward greater accessibility.



2 speakers

founder & visually
impaired team member



new learning

Barrier-free
communication dictionary



action

Braille navigation signage
installed in Valtech offices



Being part of these initiatives has opened my eyes to the power of inclusivity. It’s inspiring to work in a company where everyone is seen, heard, and valued.

Oleksiy Khripkov, Lead Cloud Engineer



Supporting the volunteer project "How are you, brother?"

In times of war, even simple words can offer strength. We partnered with the [How are you, brother?](#) volunteer initiative – helping Ukrainians stay emotionally connected, even in the most difficult moments.

The project develops practical communication guides – clear, accessible tools offering step-by-step advice for real-life situations: from providing support during air raids to helping reconnect after captivity or trauma.

With our support, these guides have reached hospitals, public spaces, schools, and Valtech offices, offering guidance to those who need it.

Each booklet carries care, hope, and the simple message: no one has to face hardship alone.

2K

wartime communication manuals

6

Valtech UA offices

7

public places represent the manuals

1

Valtechies joined as a volunteer to the project

50K

UAH fundraised





Health-oriented activities

In 2024, we moved with purpose – for our bodies, minds, and each other. From blood donation drives to active commuting days and well-being sessions, we turned care into action. Every step, ride, and shared moment made us stronger – together.



Blood donor initiative

Our Blood Donor initiative has grown into a steady, cross-location movement driven by personal commitment. Across different offices, colleagues follow their own donation schedules, returning regularly to give blood, plasma, or platelets. This is not a one-time campaign, but an ongoing effort sustained throughout the year.

What started with individual choices has become a shared responsibility – a quiet, consistent rhythm of care that reflects the values we carry as a community and the real impact we strive to make every day.



31

donors



181

total donations



409

lives saved





First Aid workshop

As part of our cross-location initiative, we organized hands-on first aid workshops, open to both our colleagues and their families. The training focused on real-life scenarios where every second matters – from bleeding control to providing emergency assistance.

Some of the instructors were our colleagues with professional experience from lifesaving centers in Ukraine, while others brought firsthand knowledge from their service at the frontline.

This combination of expertise added real-life depth to the training. By sharing these skills, we not only equipped participants with practical tools, but also strengthened a culture of care and responsibility within and beyond our company.

Every participant received a certificate – a symbol of their readiness to act when help is needed most.

5

cities

45K

UAH fundraised

140

colleagues &
their families involved



Yoga day

Despite the ongoing war and the inability to gather in person, our Ukrainian colleagues continue to join International Yoga Day as part of our mental & physical health care program.

Each year in June, we practice wherever we are – finding brief moments of balance and calm in the middle of everyday challenges.

The initiative remains open to all Valtech colleagues globally, creating a shared space for wellbeing that connects us beyond borders and circumstances. Yoga Day has become a steady tradition, reinforcing our commitment to care, resilience, and the importance of self-support even in the most difficult times.

115

colleagues and their
family members
involved

13

pets
participated

27

asanas
practiced





More challanges

Walking: step by step toward wellbeing

As part of our ongoing commitment to mental and physical wellbeing, we launched a month-long walking challenge that united colleagues across multiple cities and countries. Each day, teammates dedicated time to walk, transforming everyday movement into a collective commitment to health and balance.

The challenge evolved into a meaningful personal journey for many, combining routine activity with fresh air and mindfulness. Notably, some participants stood out as champions, averaging over 30,000 steps per day, inspiring us all to move more and thrive together.



130

km walked



32

participants



7

countries

Recycling: turning awareness into action

In 2024, we kept on our cross-office recycling initiative as part of our broader environmental responsibility efforts. Before the challenge began, dedicated educational sessions helped our colleagues learn more about conscious waste management and recycling practices.

Armed with new knowledge, teammates across different locations joined a month-long recycling challenge – sorting, collecting, and giving waste materials a second life.

Their collective efforts helped reduce landfill waste and preserve valuable natural resources – a clear example of how small, consistent actions can contribute to long-term environmental care.



215

kg of oxygen saved



23

colleagues took part



4

cities covered



Educational lectures

We believe education fosters empathy, action, and lasting change. In 2024, we partnered with Zemliachky and Come Back Alive to host lectures on understanding Ukraine's security and global impact and women in the military – amplifying awareness, resilience, and civic support.



Women's courage in wartime: Zemliachky x Valtech

In honor of International Women's Day, we hosted an online lecture with *Kseniia Drahaniuk* and *Andrii Kolesnyk*, founders of [Zemliachky](#) – a Ukrainian NGO supporting women defending Ukraine.

The lecture shed light on the vital role of women on the frontline, from combat service to unique challenges such as

developing specialized uniforms for pregnant soldiers and raising awareness through charity projects.

The event became especially personal when *Anna*, a beneficiary of *Zemliachky* and spouse of our colleague *Dmytro*, joined the session remotely, allowing us to express direct gratitude for her service.



partner

NGO Zemliachky



focus

women on the frontline



25K

UAH fundraised



personal moment

Valtech consultant's spouse among beneficiaries





Come Back Alive x Valtech

When understanding grows, so does responsibility. Together with [Come Back Alive Foundation](#) and Mykola Bielieskov, Research Fellow at the National Institute for Strategic Studies under the President of Ukraine and Senior Analyst at Come Back Alive Foundation, we examined Ukraine's security challenges and their global implications.

The session provided rare insights into geopolitical realities, the importance of international support, and the broader dynamics shaping global security.

Special thanks to *the Foundation* for making this important dialogue possible.

**Come Back Alive
Foundation**

partnership

**Ukraine's security
landscape**

key theme

70K

UAH fundraised



Keep going, together

Valtech Ukraine's CSR journey in 2024 showcased the power of collective action and a commitment to positive change. By declaring 2024 as the "Veteran Year," the organization made significant strides in veteran support and community engagement.

With 2025 set to continue this focus, we aim to create lasting, meaningful impact for veterans and the broader community, setting a strong foundation for the future.

Valtech is the experience innovation company.

We exist to change the way people experience the world through advanced digital technologies, data and design.

We do this by bringing together a global network of engineers, designers, analysts, and CX professionals with a proven ability to accelerate business growth by transforming clients products, services and systems.

Our global footprint allows us to deliver impact at scale. While our nimble teams bring the agility and adaptability that allow us to create breakthrough innovation and speed-to-market.

Disclaimer

This report provides an overview of our diversity and inclusion efforts and is based on data available up to the date of publication. While we aim for accuracy, the information may contain inaccuracies and is subject to change. This document should not be used as the sole basis for decision-making. Valtech disclaims liability for any actions taken based on this report's contents.

