

Valtech Ukraine

Diversity and Inclusion Annual
Report 2024





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Message from Leadership

Valtech Ukraine: a Journey of Diversity, Inclusion, and Resilience

At Valtech Ukraine, Diversity and Inclusion (D&I) is a new journey, embraced wholeheartedly since 2021. Over the years, we've integrated D&I into our culture, combining global best practices with local context to tackle unique challenges. Today, we're proud to share our progress in our first-ever 2024 D&I Report.

Our D&I journey is shaped by the realities of our environment. Within the Ukrainian entity, we work to raise awareness and understanding of D&I among colleagues while navigating organizational changes and our integration into the broader Delivery Hub, which unites six countries and diverse cultures. We also support our people during the ongoing war, adapting initiatives to focus on both individual and societal resilience in times of crisis and change.

Our employees are our greatest asset, and we're committed to creating safe, inclusive spaces where everyone feels accepted, heard, and

supported in their authenticity. For us, D&I goes beyond representation — it's about redefining inclusion in tough times. We aim to ensure our people feel valued, supported, and empowered to thrive, even in adversity.

The war in Ukraine has reinforced the importance of this work. We continue to support our people and contribute to societal initiatives that reflect our commitment to inclusivity. By integrating D&I principles with the realities of crisis, we've gained valuable insights and experiences that we are excited to share.

As we reflect on this journey, we're immensely proud of our achievements. Our D&I efforts are not just about meeting benchmarks — they are about creating meaningful, lasting change. We invite you to explore this report and enjoy the read!

Svetlana & Anastasiia



Svetlana Gerassimova
Managing Director



Anastasiia Kaisyn
Head of People & Culture



Our strategy: at a glance

We launched our five-pillar diversity and inclusion strategy in October 2021. Since then, we've continued to make progress with our diversity and inclusion efforts, using this strategy as our guiding principle.



Our five-pillar Diversity & Inclusion strategy



Hiring

We ensure our hiring process reaches many types of people through tailored and equitable measures.



Accountability

We are accountable for this strategy, sharing data, successes & lessons learned.



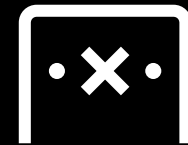
Inclusivity

We will continue to focus on creating inclusive environments for everyone, providing clear avenues to raise issues as needed.



Community

We collaborate, bringing together all Valtechies for our common mission - including everyone at Valtech.



Education

We prioritize education globally, specifically focusing on leadership.



Our year in numbers

In 2024, we've placed a strong emphasis on analyzing our engagement and hiring data to better understand how our people feel. This has been made possible through our engagement platform, Workday Peakon Employee Voice.



Hiring data

42% of all Valtech hires in 2024 are women.

This number significantly exceeding Ukraine's industry average of **24%**. This highlights our dedication to fostering gender balance within our company and the industry, laying a strong foundation for diversity and innovation.



Peakon data: a snapshot of how our people feel

Peakon surveys enable us to listen at scale to all our Valtechies on topics like diversity, inclusion, health and wellbeing.

We run quarterly pulse surveys to all our employees so that our teams can share how they feel and make any suggestions they have for us regularly – in a psychologically safe and anonymised way.

We chose this cadence to enable our teams to really put action into place post-survey and measure the impact afterwards.

Data shown is from Jan 2024 to December 2024 surveys, as completed by Valtech Ukraine employees.

How Valtechies feel about diversity and inclusion overall:

9.2/10

with an average participation rate of 59% in 2024



Diversity & Inclusion:

How Valtechies in Ukraine feel about diversity and inclusion across gender identity:



Non-discrimination:

People of all backgrounds have the same opportunities at Valtech Ukraine.



Inclusiveness:

At Valtech Ukraine, people of all backgrounds are accepted for who they are.





High level initiatives

We take pride in showcasing pivotal initiatives aimed at fostering diversity and inclusion within Valtech.



Embracing diversity and foster inclusion with our key programs and strategies

Maturity Index

Measuring our progress locally, to aid global progress.

Learning together, at scale

Embedding education on core diversity and inclusion topics with all our Valtechies

Advancing into Leadership Programme v2.0

The amplified and extended version of our '22 programme, focused on the progression of underrepresented Valtechies.

Embracing diversity

Celebrating different religions and cultures.





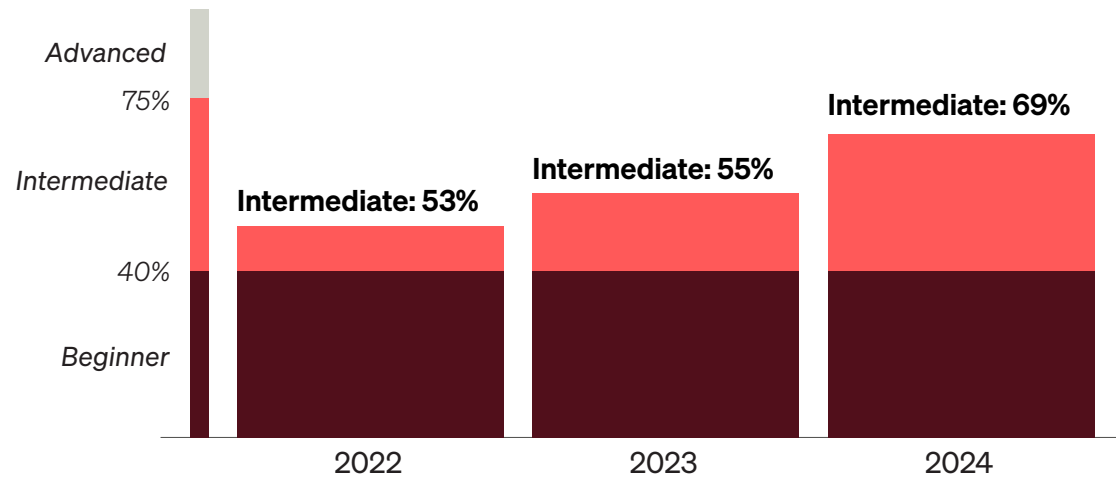
Throughout 2024, our local and regional teams used the maturity index as their “how to” guide on best practices for embracing diversity and fostering inclusion.

Maturity Index

In 2022, Valtech Group launched the first iteration of Maturity Index. For us, it is essential to understand how we are progressing in relation to the Group's strategy, but also in relation to other countries. It allows us to analyse our commitments in the most appropriate way, while maintaining a consistent approach, in the Valtech way.

Our maturity index asks a series of questions on what has been implemented on an entity-level through our fivepillar strategy, checks for balanced representation data (where we have it) and digs deeper into entity-level employee engagement data to see how all Valtechies feel in their place of work.

Valtech UA - Level breakdowns since 22'



Stable growth during last 3 years

↑ 14% increase of D&I maturity score at Valtech Ukraine in '24.



Education

Learning together, at scale

At Valtech Ukraine, we have 400+ Valtechies. We unify our entire team by embarking on a learning journey centered around fundamental diversity and inclusion principles. We achieve this by organizing a learning journey on our internal learning and development platform, with a specific focus on core diversity and inclusion principles.

Valtech's diversity and inclusion training program, promoted by Valtech Ukraine:



Local focus in D&I training

In 2024, we introduced D&I program to our people and made it a mandatory part of manager onboarding to align everyone with D&I principles.

We addressed the importance of ethical communication with those serving in the military, recognizing it as a key aspect of our country's reality and our support for veterans. Training sessions were made available to all colleagues, with a particular focus on those involved in the hiring process. Looking ahead, we plan to launch a new series of training programs for managers and teams in 2025.



Svetlana Gerasimova
Managing Director



Tetiana Havrylchenko
Head of Administrative Operations



Anastasiia Kaisyn
Head of P&C



Marina Levitskaya
Head of Delivery



Anna Nefedieva
Regional Head of TA



Marina Veremeienko
Lead of Talent Acquisition



Viktoriya Sladka
Global IT Director



Nataliia Taylor
Regional Head of P&C



Tamila Rybalchenko
Head of Finance

Community

Community focuses on bringing together all Valtechies to celebrate, learn and be inspired by all our unique cultures.

Women in our Management Team

At Valtech Ukraine, our overall gender split is 63% men and 37% women. We're especially proud of the strong representation of women in our Management Team, where 63% of leaders are women. It's a great example of our commitment to equality and inclusion, ensuring that men and women have equal opportunities to lead and thrive.

For us, it's not just about the numbers — it's about making sure every voice is heard and valued. By focusing on equity and embracing diverse perspectives, we're building a stronger, more forward-thinking team ready to succeed in an ever-changing world.



Community

Diversity & Inclusion Council

In 2024, Nataliia Yeromenko, one of our employees, joined the Global D&I Council as the representative for the Ukraine Entity. This council meets bi-monthly to exchange ideas and act as a sounding board for diversity and inclusion initiatives before they are rolled out globally. Originally formed in 2020 and renewed annually with new members, the council is chaired by our Group SVP of D&I and includes participation from our Chief People Officer and Executive Sponsor of D&I.

Additionally, in 2024, we launched local monthly sessions with a team of five D&I ambassadors. These sessions serve as a platform to share ideas, track progress, and advance the realization of our local D&I strategy.

Nataliia Yeromenko
D&I Council





Inclusivity

Accelerating into leadership program v2.0

In 2023, Valtech UA joined the Accelerating into Leadership (AiL) program, supporting underrepresented Valtechies in advancing their careers through structured sponsorship.

Expanding from 6 entities in 2022 to 15 markets in 2023, the program paired 90 Protégés with senior leaders for mentorship, feedback, and networking across regions like Ukraine, the Netherlands, and India.

This year introduced enhanced training on imposter syndrome, communication, and empathetic leadership, along with regular check-ins and tailored resources to maximize participant growth.

First steps in supporting people with disabilities and neurodiversity

This year, aligning with our global D&I strategy, we took our first steps in supporting individuals with disabilities and embracing neurodiversity. We introduced a Reasonable Accommodation Policy, completed an accessibility audit of our offices, hosted a lecture on supporting people with visual impairments, and are reinforcing this with a global neurodiversity training.

While we are just beginning this journey, we are confident that many milestones lie ahead.



Case studies: hear from our people

At Valtech Ukraine, we are committed to driving change by embracing diversity and fostering inclusion within our teams, tailoring global D&I practices to our local context. Here are a few highlights of our efforts.



Crafting veteran friendly environment

The war in Ukraine gave us the opportunity to discover new facets of D&I, as we faced the challenge of creating a culture that would support our colleagues who joined the Ukrainian armed forces and those who have returned or will return from service.

We are committed to creating these conditions using the best D&I practices ensuring a truly inclusive and supportive workplace.

Our commitment includes actively fostering a veteran-friendly culture both in our hiring practices and within the organization, including communication digests for mobilized colleagues, job security during mobilization, manager training & communication guidelines on how to communicate and support our defenders, tailored benefits (e.g., medical insurance for veterans), mentorship, skill development opportunities, and flexible work arrangements,



support social meaningful initiatives and volunteers.

In 2024, our efforts were recognized with the Veteran Friendly Award from the Practika project, an initiative by Veteran Hub.

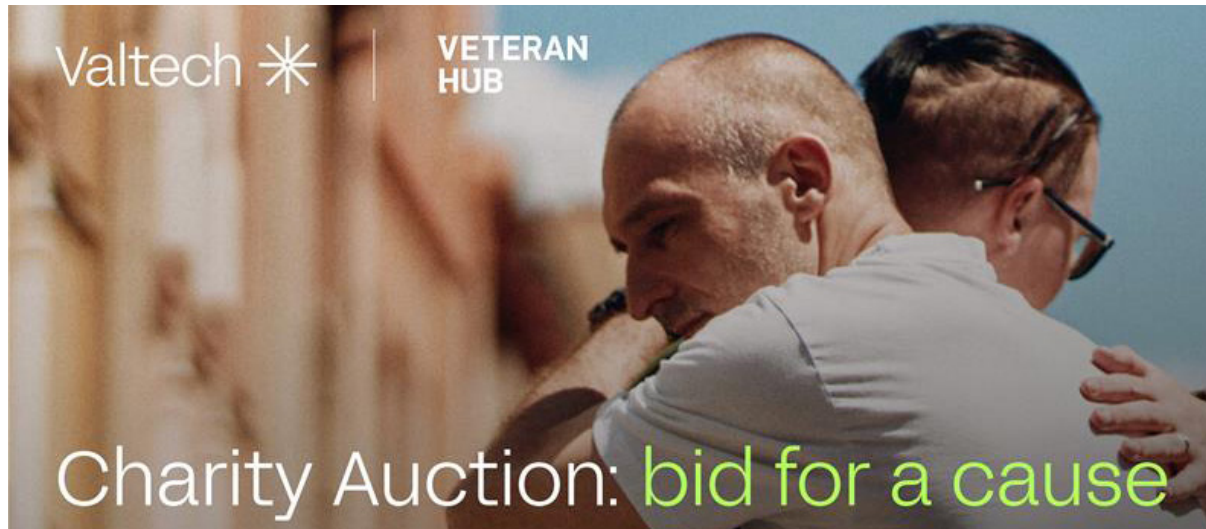
This award celebrates companies that actively promote a supportive workplace culture for veterans of all genders in Ukraine, helping them transition to civilian life and new career opportunities.

Receiving this recognition confirms that we are moving in the right direction, but it's also a reminder that our journey is ongoing.





Case studies



Charity Auctions

The war in Ukraine has left many with life-changing injuries, and veterans and those in conflict zones face overlapping challenges, from physical trauma to societal indifference.

In April, Valtech Ukraine, together with colleagues from other Valtech offices, launched a campaign for the Superhumans Fund's prosthetic rehabilitation program. Featuring an online auction with over 20 exclusive items, raffles, and a live broadcast, the campaign raised an impressive €5,300, supporting the rehabilitation of five individuals.

In October, another charity auction brought in €5,000, funding 64 rehabilitation sessions at the Veteran Hub. Through these efforts, we aim to support the true superheroes — our defenders.



Cultural Diversity Project

Launched in 2023, the Cultural Diversity Project strengthens collaboration across Valtech's global teams by promoting understanding and appreciation of our diverse cultural, religious, and historical backgrounds. Through Cultural Awareness Lectures, we foster open-mindedness, celebrate traditions, and encourage deeper connections, creating an inclusive and supportive workplace for all.

So far, we've hosted 3 lectures on Azerbaijan, Poland, and Portugal cultures, drawing up to 120 engaged participants in live sessions and lively discussions. Each lecture is followed by cultural celebrations in our offices, featuring local cuisine, drinks, and traditions.

These experiences build bridges across borders, enhancing collaboration and belonging. They not only strengthen cross-cultural understanding but also embody our commitment to fostering a vibrant, connected company culture.

At a glance

30+ phrases learned across 3 languages

120 engaged participants

3 interactive lectures

4 speakers sharing insights into local culture





Going forward, together

Our journey on diversity and inclusion has been one that has been incredibly rewarding. We've learnt from each other around the world, enabling us to truly create a strategy that Valtechies live and breathe. We've made progress in creating clear, accountable measures on this important work, through embedding these conversations and initiatives into everything we do.

In 2025, we'll continue this journey, embracing diversity & fostering inclusion through our core values of Share, Dare & Care.

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.