Corporate Sustainability Priorities, Performance, and Plans: 2024–2025

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Letter from Nick Kurayev, President of ScienceSoft USA Corporation

This past year has been another one full of challenges and uncertainty. I am proud of how our team rose to meet them, remained focused, and continued progressing toward the goals and commitments we set — even when progress was gradual.

This report reflects our honest assessment of the period from July 2024 to June 2025, highlighting what we maintained, what we completed, and what we hope to achieve. While we did not launch major new sustainability initiatives, we made thoughtful, steady steps: maintaining responsible practices across our operations, supporting our employees, and honoring our commitments to clients and partners. Along the way, we strengthened our ethical standards and nurtured a culture rooted in transparency, inclusion, and social responsibility.

I am deeply grateful to our employees, clients, and partners for their trust, dedication, and collaboration. Together, we will continue moving forward — carefully, deliberately, and with a commitment to building a more responsible, resilient, and sustainable future.

Sincerely,

Nick Kurayev,
President of ScienceSoft USA Corporation

Social Impact

Compliance with the Principles of the UN Global Compact:

Human Rights:

✔ Businesses should support and respect the protection of internationally proclaimed human rights.

✔ Make sure that businesses are not complicit in human rights abuse.

Labor:

✔ Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

✔ The elimination of all forms of forced and compulsory labor.

✔ The effective abolition of child labor.

✔ The elimination of discrimination with respect to employment and occupation.

Occupational Health and Safety

Employee well-being remains a top priority for ScienceSoft. We are committed to creating safe, healthy, and supportive work environments — both in the office and remotely.

Workplace safety and ergonomics

- Every employee receives instruction on safe work practices.
- Regular workplace assessments are conducted, with immediate action taken to address any findings.
- Accident prevention training is provided, and employees are encouraged to report unsafe conditions.
- We take proactive measures to prevent occupational diseases and improve workstation comfort, providing ergonomic chairs, noise-canceling headphones, air humidifiers and purifiers, and other enhancements.
- For remote work, employees are supplied with the necessary equipment and furniture to ensure a safe and productive home workspace.

Health and recovery support

- All employees receive comprehensive medical insurance, with full coverage for themselves and 50% coverage for family members.
- In the event of illness or injury, employees receive full salary for the first 3 weeks and partial compensation until fully recovered.

- Paid time off (20 days annually) is actively encouraged, with managers coordinating schedules to ensure rest without disruption.

Work-life balance and family support

- We promote a culture that respects personal boundaries and off-hours.
- All managers are trained to recognize signs of burnout and respond proactively.
- Extended parental leave, structured return-to-work programs, flexible scheduling, and family-inclusive events help employees balance career and home life.

Promoting a healthy and active lifestyle

- We encourage mind-body balance through company-wide sports and fitness challenges, internal sports communities (jogging, football, etc.), and company-supported participation in local running races and marathons.
- ScienceSoft's largest office has a well-equipped gym.

In 2024-2025, we held month-long virtual running competitions, step count challenges, and sponsored employee participation in races and marathons.

2025-2026 goals:

Continue supporting participation in running races and marathons, organize sports challenges including step count competitions, and foster ongoing interest in active lifestyles and psychological safety to strengthen work-life balance and overall well-being.

Diversity and Equal Opportunities

At ScienceSoft, we recognize that the diversity of our employees' backgrounds is a driving force for innovation and meaningful impact in our industry. We are proud of the diversity of our employees and the inclusive culture we have built. Over the past year, we experienced no incidents of discrimination or inequality, reflecting the strength of our policies and the commitment of our teams. We hire, promote, and work with partners without regard to race, religion, national origin, citizenship, sexual orientation, gender identity or expression, pregnancy, age, or disability.

We strive to create an environment where every employee can be their authentic self, contribute fully, and feel safe to speak up or share ideas.

First jobs and apprenticeships

ScienceSoft continues to provide opportunities for first-time job seekers and junior specialists, including students, recent graduates, and individuals transitioning to new roles in response to changing economic conditions. Over the past year, we welcomed and mentored many new talents, helping them gain practical experience and develop professional skills that set the foundation for long-term careers.

Women in technology and sales

We remain committed to creating a supportive and inclusive environment for female employees. In 2024, we further expanded mentorship programs, encouraged participation in educational initiatives, and reinforced pathways to leadership roles to ensure women have equal opportunities to thrive and contribute meaningfully to the company's success

Training and education

At ScienceSoft, knowledge is at the core of our business. We continuously evolve employee skills to meet market demands and support career growth. Our approach combines formal training, hands-on experience, mentoring by senior colleagues, role rotations, and active participation in external workshops, forums, seminars, and conferences.

- ScienceSoft's Open Talks is a series of free open events run by ScienceSoft's experts, which cover the most trending IT, healthcare, BFSI, and other topics.
- We actively encourage and fund professional certifications by leading tech vendors and respected industry organizations.

Respecting Human Rights

ScienceSoft fully supports and promotes internationally proclaimed human rights and ethical business practices, operating in accordance with the International Labor Organization's core conventions and the UN Global Compact. The company will not tolerate any form of unlawful harassment against any employee by anyone, including other employees, vendors, or clients.

In 2025, we publicly launched our **updated Code of Conduct**, the central document outlining our principles and expectations for employees, management, and partners.

Safe work and competitive compensation

ScienceSoft promotes sustainable economic growth and decent employment. We offer competitive salaries and encourage the review of annual wages. Our Employee Handbook covers policies concerning employee rights, responsibilities, and compensation. Our Employee Handbook is regularly updated and available to all employees.

Communication with employees is frequent and transparent, via one-to-one meetings, company-wide updates, yearly satisfaction surveys, weekly newsletters, and corporate social media channels. An internal digital platform allows employees to report concerns anonymously at any time.

Freedom of association and collective bargaining

No restrictions are placed on the ability of our employees to organize themselves or join legally constituted bodies.

Elimination of forced and child labor

As an IT services company, we employ a highly skilled adult workforce and operate in regulated environments where labor protections are well established. The risks of child labour or forced labour are considered low.

However, we recognize that these human rights issues may still be relevant indirectly, e.g., through our relationships with clients or partners operating in higher-risk sectors or regions. We remain vigilant and committed to responsible business conduct, including appropriate due diligence across our value chain where potential risks may emerge.

Environmental Impact

Compliance with the Principles of the UN Global Compact:

- ✔ Businesses should support a precautionary approach to environmental challenges.
- ✔ Undertake initiatives to promote greater environmental responsibility.
- ✔ Encourage the development and diffusion of environmentally friendly technologies.

While ScienceSoft's operations are not directly linked to heavy production or natural resource consumption, and thus our environmental footprint is relatively low, we are committed to reducing it further through indirect, high-impact strategies.

Reducing Our Ecological Footprint

We focus on measures that optimize energy use, promote sustainable behaviors, and integrate environmental awareness into daily operations.

- **Energy and IT efficiency**: We reduce energy consumption through modern blade servers, virtualization technologies, cloud-based on-demand resources, and LED lighting across offices.

- **Sustainable commuting and work practices**: By promoting remote work and encouraging low-emission commuting options, including cycling, we help reduce transportation-related emissions and support greener mobility choices for our employees.

- **Waste reduction and recycling**: We implement comprehensive waste management initiatives, including paper and electronics recycling, safe disposal of old accumulators, and charitable reuse of unneeded electronics. Additionally, the use of non-disposable kitchenware, reusable coffee mugs, and digital-first documentation reduces single-use waste throughout our offices.

- **Eco-friendly office operations**: Our commitment to sustainability extends to everyday office practices, such as employing environmentally friendly cleaning supplies and reinforcing responsible consumption through corporate communications and social media campaigns.

Next steps:

- Integrate environmental protection into onboarding training.
- Continue improving recycling and recovery initiatives.

- Maintain and expand strategies for energy-efficient IT, sustainable commuting, and low-impact office operations.

Responsible Business and Corporate Giving (Philanthropy)

Compliance with the Principles of the UN Global Compact:

✔ Businesses should work against corruption in all its forms, including extortion and bribery.

Digital Responsibility, Data Privacy, and Security

At ScienceSoft, we are committed to responsible technology and uphold the highest standards of integrity in our work. We do not develop or deliver software that could compromise human rights (e.g., secret surveillance tools) or conflict with the principles of sustainable development.

Our Code of Conduct and Employee Handbook clearly define policies on digital responsibility, data privacy, and the protection of confidential information. All new employees receive mandatory security training, and regular assessments ensure that these standards are fully understood and consistently applied.

In addition, we operate an ISO 27001-certified security management system that governs the protection of clients' intellectual property, project environments, and IT assets we access.

Anti-Corruption

We uphold a zero-tolerance stance on corruption, bribery, and coercion to maintain trust with our employees, clients, and business partners.

- Employees have anonymous access to an online grievance and feedback channel, reviewed by key internal stakeholders.

- Bribery in any form is forbidden in all our business dealings.

- No company funds may be used for any bribe under any circumstances.

Over the past years, there have been no reported incidents of corruption, which demonstrates the effectiveness of our policies and monitoring practices.

Corporate Giving

Making a meaningful impact in the communities where we live and work is a central part of our sustainability strategy. ScienceSoft's efforts include:

- Regular donations to volunteer organizations, funds, and charity projects.

- Targeted assistance to people and families in difficult situations or via specific institutions in the regions of presence.

2024–2025 highlights:

This year, our corporate giving and sponsorship efforts centered on programs supporting children with cancer. We also provided targeted assistance to individuals and families facing difficult circumstances, ensuring our resources reached those who needed them most.