GLORIUM TECHNOLOGIES

Corporate Social Responsibility Report

This report outlines our initiatives, progress in 2023, and future commitments towards creating a positive impact in the communities we serve and the environment we share.

2023

Andrei Kasyanau

CEO and Co-founder at Glorium Technologies



“For over thirteen years, we've aimed to positively impact our clients, team, and society through technology and innovation. We know that corporate social responsibility must be a key part of our business strategy. We've consistently supported educational initiatives, focused on nurturing our culture, and developed business practices. We've contributed to the tech sector's growth, organizing summits for nonprofit startups, and stood with Ukraine in its fight for peace.”



Dmitriy Stepanov

CTO and Co-Founder at Glorium Technologies

“We unite like-minded people and support causes that shape a brighter future for everyone. By fostering a culture of responsibility and collaboration, we aim to inspire others to join us in our mission. Together, we can create lasting positive change and contribute to a better world for future generations.”

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Our Company

Glorium Technologies is a full-cycle app & software development company which covers specific client business needs and manage them with the help of the best possible technology solutions.

200+

skilled and passionate professionals

140+

successfully delivered products

13

years of continuous growth

Our mission is to help startups and organizations grow. We want to affect the way they attract and engage their customers. Our commitment to results allows us to accumulate resources for socially important projects.

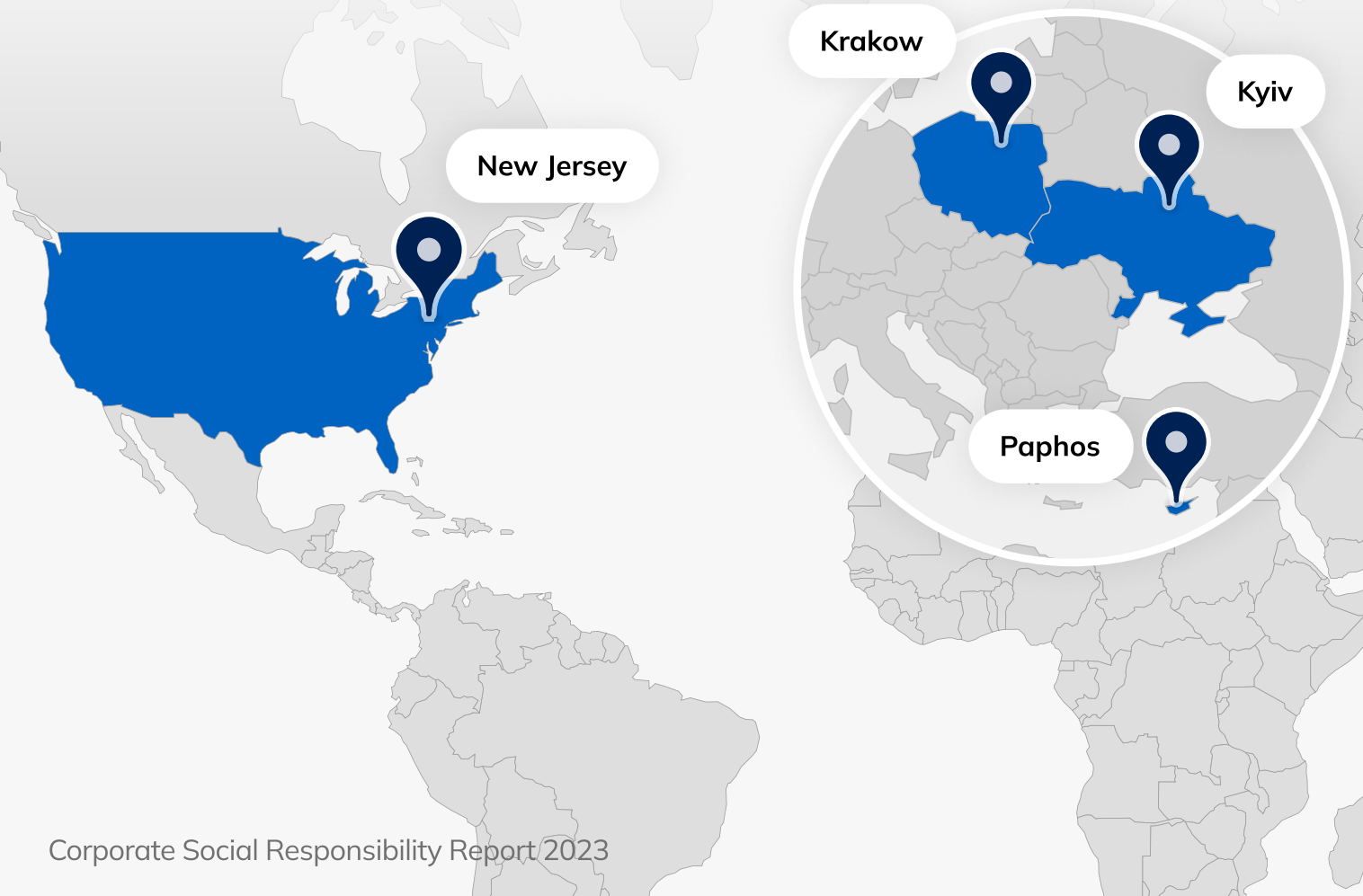
Our Values

- Building **Trust**
- Creating improvement for **People**
- Investing in **Growth**
- Nurturing **Expertise**



Our Locations

Our headquarters is located in New Jersey, and development centers are in Kyiv, Warsaw, and Paphos. No matter where our team members are located, they work their hardest to bring success your way. We are global.



North America

New Jersey, the USA

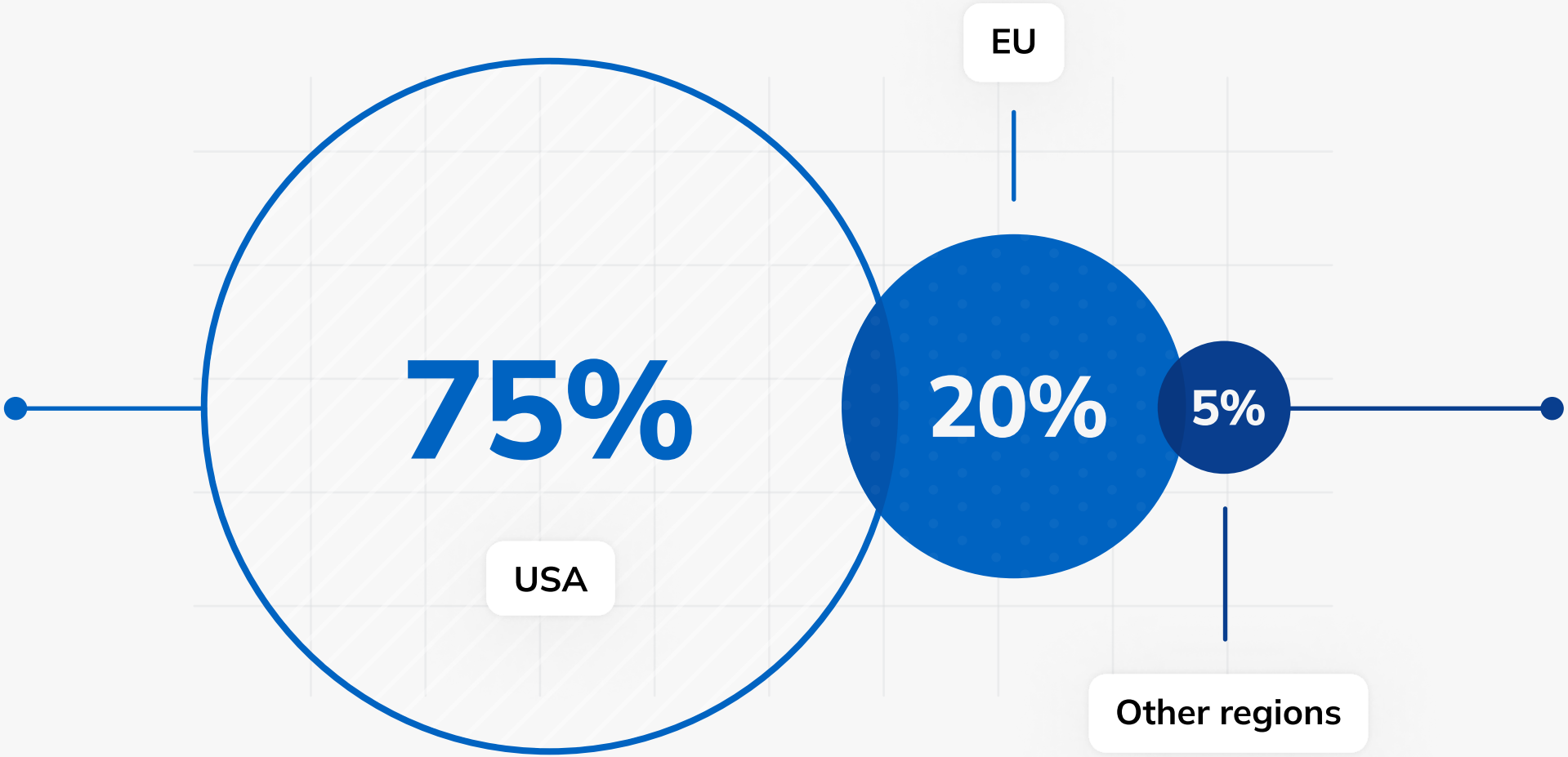
Europe

Kyiv, Ukraine

Kraków, Poland

Paphos, Cyprus

Our Clients by Region, 2023



GLORIUM TECHNOLOGIES

Our Awards and Certifications

2023

Our Awards

We're excited to share that **for the 4th time**, Glorium Technologies has been named among the **Inc.5000 fastest-growing private companies in America.**



2020 2021 2022 2023

Our Awards and Certifications

Clutch has placed us on the list to be recognized as a Top 1000 Global Company!



We are among the Top 300 Impact Companies by Real Leaders Magazine and companies like Tesla, Microsoft, Johnson & Johnson, and Moderna.



Glorium Technologies was honored as the 2023 Local Excellence Winner in New York and named UpCity's Top Custom Software Development Companies in the US.





We were named Company of the Year in the USA by TechBehemots.





Glorium Technologies is honored to be among 100 Global Outsourcing companies.



Our Certifications

Glorium Technologies has become an AWS Select Tier Services Partner in the Amazon Web Services (AWS) Partner Network (APN).



ISO 9001

ISO 13485

ISO 27001

HIPAA COMPLIANT

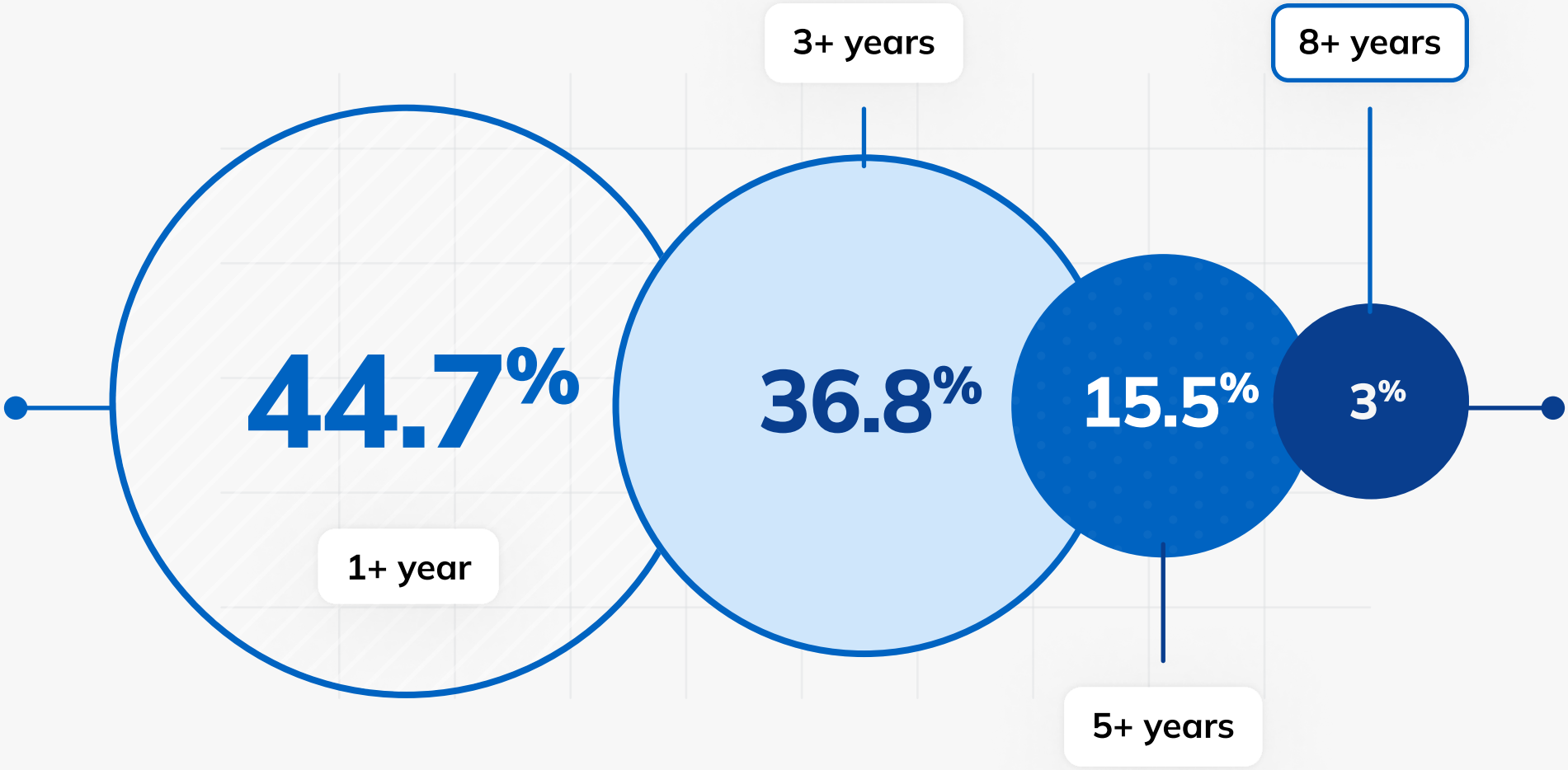
GLORIUM TECHNOLOGIES

Our Team

03

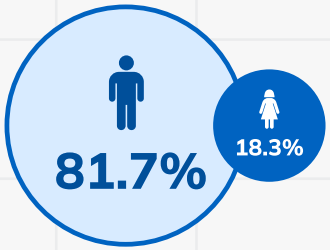
2023

Experience in the Company

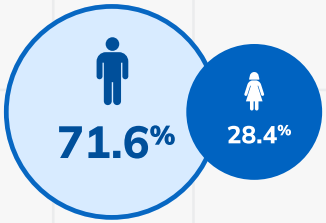


Our Team

In 2023, we hired **81.7%** men, **18.3%** women)

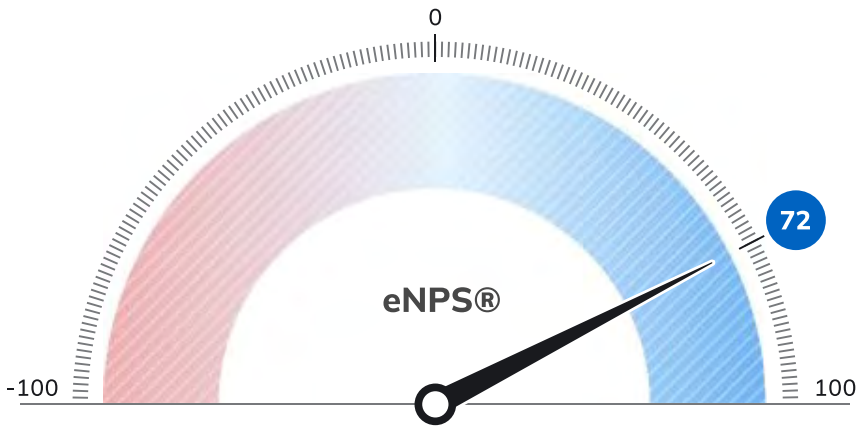


Totally we have **71.6%** men, **28.4%** women



We are proud that our average **Employee Satisfaction (eNPS®) for 2023 was 72**, which shows how much our team values their experience with us. This high score reflects our commitment to creating a positive and supportive work environment.

It also highlights our ongoing efforts to listen to our team members' feedback, address their needs, and foster a culture of growth and collaboration. We believe that happy and engaged team members are key to our success, and we will continue to prioritize their satisfaction as we move forward.



Inspiring career stories in Glorium Technologies



Serhii

Recruiter turned
Project Manager

> *I'm coordinating 5 really exciting projects and I feel I am no longer exposed to burnouts. I am driven to grow as a PM, every day inspired to be better, and my company fosters my development.*

I didn't have any IT background when I joined Glorium. I was looking for an entry point to a tech company, and my law degree didn't help much with that. I started in the position
of a recruiter. I was urged by our HR generalist to close a very difficult position of C# AQA and managed to do it in a month. That meant I was at the right place! However, recruitment didn't captivate me that much.

So, I decided to complete Project management courses and was approved as Project Coordinator for an internal project within the company. I guess it was the 8th month of my work at Glorium Technologies. At the beginning, I was jungling between my future role and recruiting, but soon Andrei Kasyanau, the Co-Founder and CEO at Glorium Technologies, admitted I could perform much more while on a tech project.

Right now, I'm coordinating 5 really exciting projects and I feel I am no longer exposed to burnouts. I am driven to grow as a PM, every day inspired to be better, and my company fosters my development.

Inspiring career stories in Glorium Technologies



Iryna

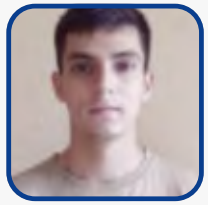
Office manager
turned QA specialist

> *I've taken on several roles while working with Glorium Technologies and I feel an overwhelming desire to grow, maybe harness OA automation or rather an Angular framework. I know my company will support my endeavors.*

I had been working at a bank until I found my career dead-end. So, I changed my occupation. First, I cooperated as a part of the back-office team at Glorium Technologies. I would have never thought that without having extensive tech background or education I could work as a part of the IT community. However, after learning about processes, projects, roles in IT, I came to realize I don't have to write code to be a significant part of our tech team.

Our CTO and Co-Founder Dmitriy Stepanov suggested I try my hand at Quality Assurance. Once this position became available on one of the projects, I took it immediately. I've taken on several roles while working with Glorium Technologies and I feel an overwhelming desire to grow, maybe harness OA automation or rather an Angular framework. I know my company will support my endeavors.

Inspiring career stories in Glorium Technologies



Oleh

.Net Developer

> *The company has gone through a lot of changes during these years, and at every stage, there were things I fancied. There is an opportunity to work remotely, my salary review is regular, there are extra benefits with medical insurance and minimum paperwork within the company*

I've been working with Glorium Technologies since 2017. The company has gone through a lot of changes during these years, and at every stage, there were things I fancied.

For now, I am really enjoying the project I'm working on, the modern tech stack user for its realization.

I can't omit the fact that I work with great people, real professionals. There is an opportunity to work remotely, my salary review is regular, there are extra benefits with medical insurance and minimum paperwork within the company.

GloriumAI bot

GloriumAI bot reflects our core values – **innovation**, **efficiency**, and, most importantly, the **well-being of our team members**. It is a tool designed to empower our team, simplify processes, and ultimately contribute to a more fulfilling and productive work experience for everyone.

The latest update, allowing team members to request vacation and sick leave through this AI bot, further demonstrates our commitment to streamlining processes and putting our team members' needs at the forefront. This feature provides convenience and flexibility, ensuring team members can easily manage their work-life balance.



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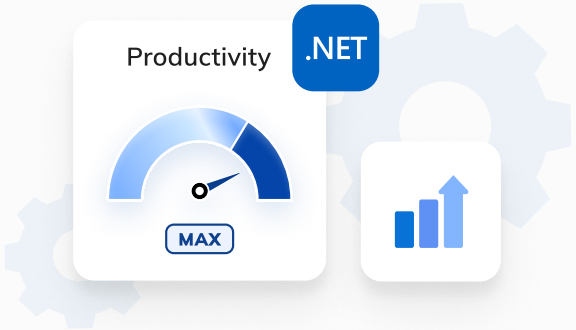
Continuity in Education

2023

Corporate activities for team members

Meetup «Productivity in .NET»

June 8, as part of the experience swap between team members, we organized a meetup dedicated to productivity in .NET. The meeting provided an excellent opportunity for those constantly honing their skills and developing professionally. After a short theory part, the speaker Oleksii Maniuk, .NET Developer, went straight to practice. The goal was to demonstrate how the performance of the code can be improved and what is not recommended.



Drawing masterclass

An online drawing masterclass for the whole family marked International Children's Day on June 1. Using watercolors, gouache, and colored pencils, team members with their children learned how to draw animals – dogs, cats, and snails. Families had a great time and created beautiful keepsake-worthy illustrations.



Sharing Expertise with Nonprofit Startups

Holding events for nonprofit startups is one of our vital initiatives. We invite leading speakers to participate in topical online conferences, striving to create maximum awareness, bring value.

Startups

Virtual Summit

Nonprofit Healthcare Startups Summit 2023

Building and scaling nonprofit healthcare startups that help people in need and make the world a better place.

May 17, 2023


Andrei Kasyanau


Victor Mohan


Ajay K Gupta

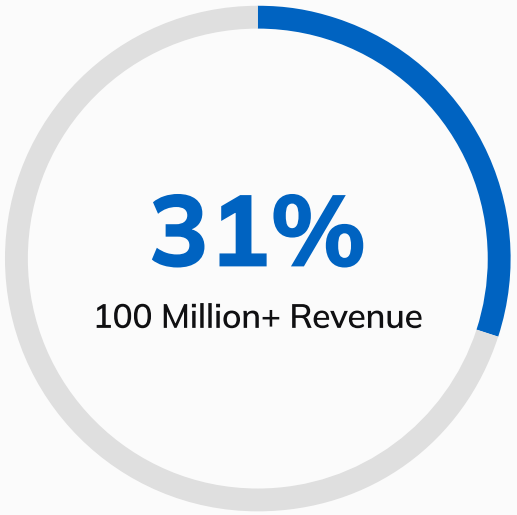

Walter Ulrich


Amil Khanzada

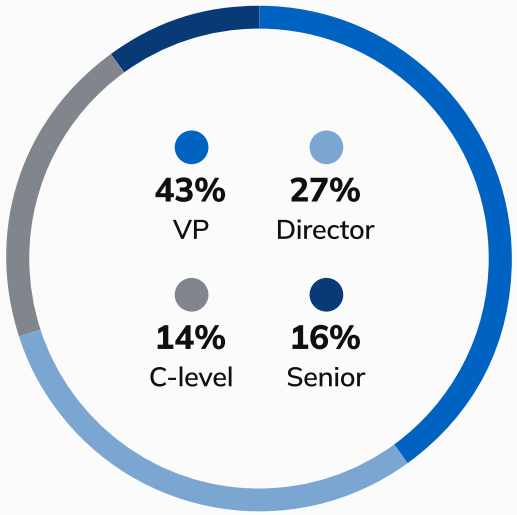

Tara Moreno-Wallen


Shawn Pearson

Our Speakers Insights



Company revenue



Seniority level



Company size

AI Webinars and Virtual Summits

Our primary goal with these free webinars is to contribute invaluable knowledge about technological advancements in software development. This initiative reflects our dedication to driving positive change and innovation within the industry.

We have conducted 3 AI-related webinars (Navigating the AI Revolution for Healthcare, Video AI Strategies for Healthcare, Healthcare Regulatory Considerations for AI) and 4 summits (Boosting SaaS Products with New Technologies, Digital Transformation in Real Estate, Startup CTO Summit 2023, HealthTech 2023-2024).

1200+
registrations

400+
online viewers

Representatives of these companies participated in our events

Adobe
SIEMENS
amazon
AUTODESK
HubSpot
Microsoft
SAP
accenture
Forbes
ORACLE

Testimonials from past speakers regarding our events

I was thoroughly impressed with the level of expertise and professionalism displayed throughout the sessions. The presentation was informative and engaging and provided valuable insights into the industry.



Reza Rahimi
Senior Engineering Manager at Dropbox

Overall, I highly recommend this summit to anyone looking to learn more about the industry's latest technologies and best practices. It was an excellent opportunity to network and learn from the best minds in the industry.



Boaz Brudner
Head of Innovyze SaaS engineering and AI at Autodesk

I would highly recommend attending this conference to anyone who is looking to stay ahead of the curve in healthcare technology and I look forward to the next edition of this conference.



Dr. Ingrid Vasiliu-Feltes
CEO at Softhread, Founder CEO at Institute for Science

Overall it was a great event. The facilitator did a great job



Rodrigo Hutt
VP & General Manager at Viome

GLORIUM TECHNOLOGIES

05

Public and Social

2023

Public and Social:
Volunteering Activity 2023



It's about more than just keeping up with the latest technologies or delivering exceptional services. At Glorium Technologies, we recognize that an integral part of corporate success is being deeply entrenched in the welfare of the society that we serve and operate in. The Russian invasion, an event that jolted the global community, has been no different for us. During such times, Glorium Technologies showcased its unwavering commitment to its core values by embedding a vigorous spirit of volunteering and supporting Ukraine.

- cars
- generators
- thermal imaging equipment
- drones
- warm clothing
- first aid kits
- gas burners
- gas cylinders
- radios
- Starlink systems

Our volunteers have delivered cars, generators, thermal imaging equipment, drones, warm clothing, first aid kits, food packages, gas burners, gas cylinders, and radios. Highlighting their exceptional dedication, in September 2023 alone, Bogdan and his fellow volunteers delivered supplies worth **700,000 UAH**. Just in June, they've handed over **7 Starlink systems.**

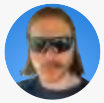
Volunteering

In the war's initial week, Bogdan Tushevskiy successfully connected with people capable of developing websites and services, facilitating their outreach to Europe audiences to disseminate factual information about ongoing events and raise funds for increasing site traffic.The parallel search of armor/ turnstiles/thermal insulation manufacturers continued day and night. During this period, the Instagram account of Glorium Technologies volunteers became a pivotal hub connecting those in need with those who could offer assistance.





I deeply appreciate Glorium Technologies' unwavering support and pioneering initiative to compensate for volunteer hours. Their commitment acknowledges our volunteering efforts and fuels our drive to make a difference. Their initiative to compensate for volunteer hours is more than words. It truly embodies our shared goal - to make the world a better place. This support has allowed me to dedicate more time and energy to volunteer work, knowing that my company stands behind me, ready to assist and inspire.



Bogdan Tushevskiy

Glorium Technologies genuinely believes in the power of collective effort. We understand that businesses, especially in the IT sector, can often become isolated from the broader societal issues. By promoting and rewarding volunteering, we ensure that our team remains connected to real-world challenges and contributes actively towards addressing them. It's our way of saying that while we are deeply passionate about technology, we are even more passionate about humanity.



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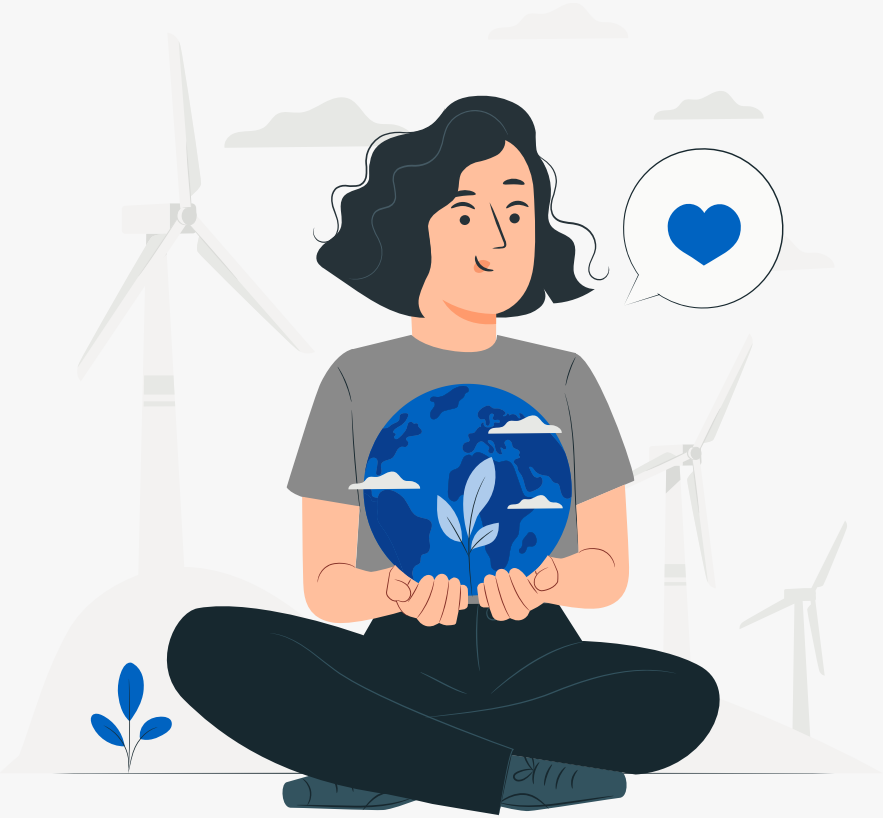
Environmental Impact

2023

Environmental Impact

Glorium Technologies is deeply committed to environmental stewardship. We actively take steps to reduce the ecological footprint of our operations while encouraging sustainable practices within our workforce.

This commitment is evident in our flexible hybrid and remote working policies, which minimize resource and time wastage. By doing so, we optimize our team members' work effectiveness and time management.



This annual report highlights corporate social responsibility (CSR) activities for the period from January 1, 2023, to December 31, 2023. The report summarizes the results of 2023 innovations and regular efforts to improve our social, environmental, and economic impact.



GLORIUM TECHNOLOGIES

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