GLORIUM TECHNOLOGIES

Corporate Social Responsibility Report

This report outlines our initiatives, progress in 2022, and future commitments towards creating a positive impact in the communities we serve and the environment we share.

2022



Andrei Kasyanau

Co-founder and CEO at Glorium Technologies

“Despite the hurdles this year presented, we achieved exceptional business outcomes by staying faithful to our obligations to both our clients and partners. At the same time, we prioritized safeguarding the livelihoods and employment of our specialists. For me, this year also served as a period of unification that collectively brought our Glorium community together.”

Dmitriy Stepanov

CTO and Co-Founder at Glorium Technologies

“It has been a year marked by care, resilience, and dynamism. Our team made it a priority to take care of each specialist and ensure our customers' operations ran smoothly. We are proud of our people who demonstrated incredible will and composure in the face of challenges to keep our business going. Despite the difficult conditions and risks, our company remains committed to making changes, tackling tactical tasks, and forming a long-term strategy.”



Contents

01. Our Company 3 — 6

02. Our People 7 — 12

03. Our Awards 13 — 15

04. Continuity in Education 16 — 22

05. Human Rights and Labour Issues 23 — 24

06. Public and Social 25 — 29

07. Environmental Impact 30

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.

180+

skilled and passionate professionals

100+

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.

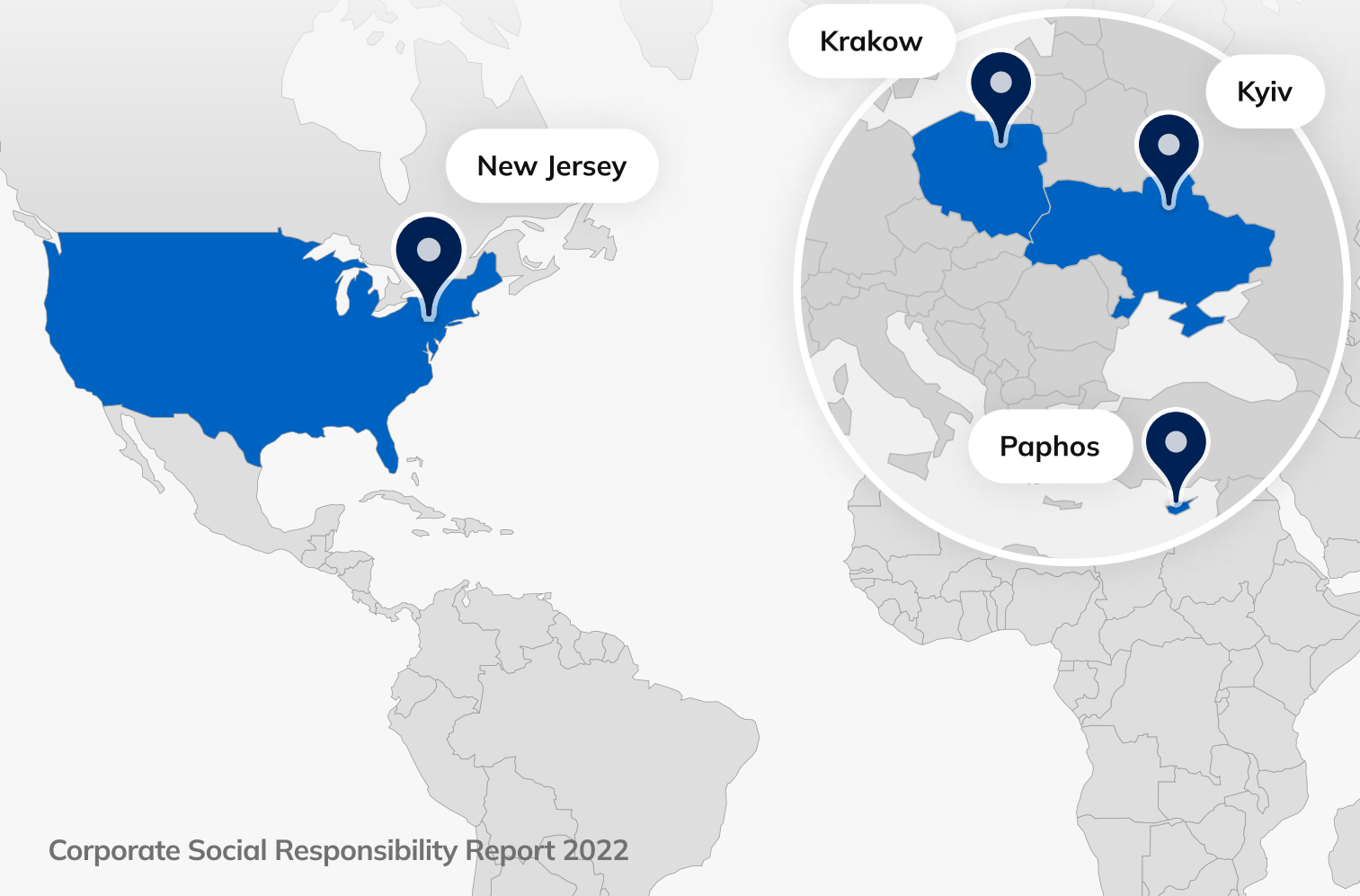
Our Values

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



Our Location

Our headquarters is located in the US (New Jersey, Princeton) and development centers are in Ukraine (Kyiv), Cyprus (Paphos), and Poland (Kraków). 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

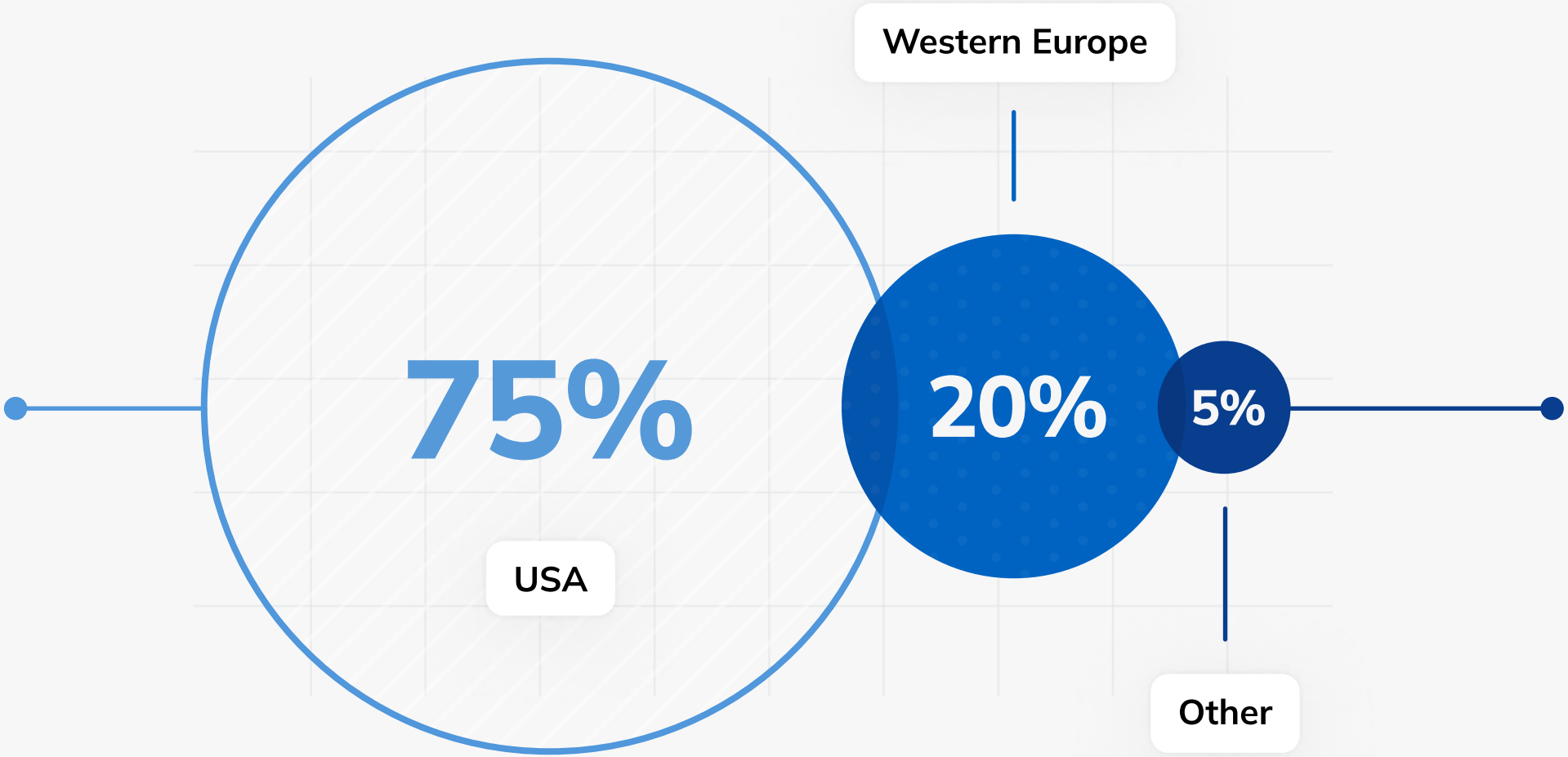
Europe

Kyiv, Ukraine

Kraków, Poland

Paphos, Cyprus

Customer Distribution by Region, 2022



GLORIUM TECHNOLOGIES

Our People

02

Our People

As our company grows, so does our team of professionals, striking a harmonious balance between fresh talent and those who embody our established corporate culture.

27%

of long-term contracts

+6%

the total team growth rate in 2022

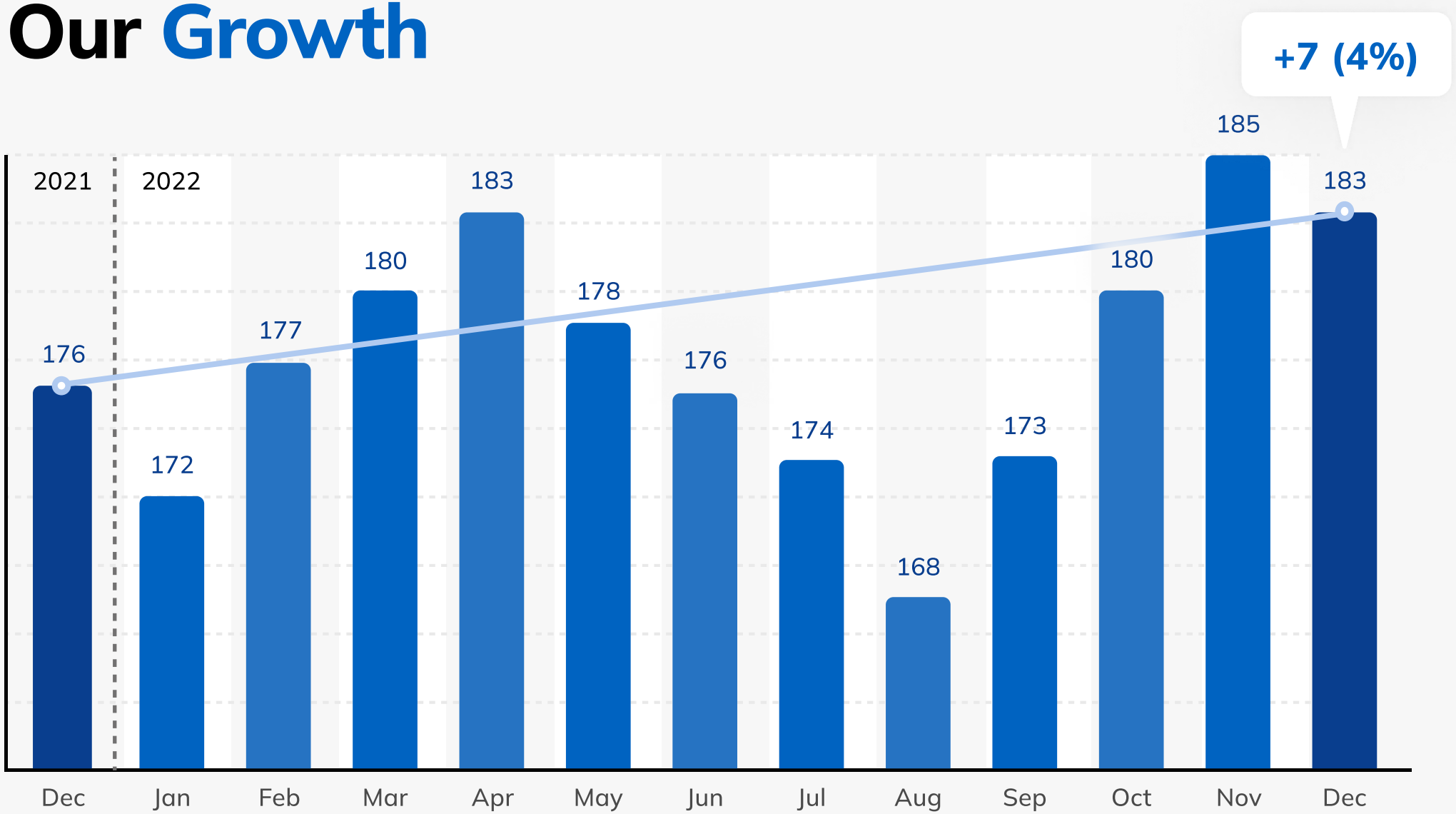
83%

employee satisfaction rate in 2022

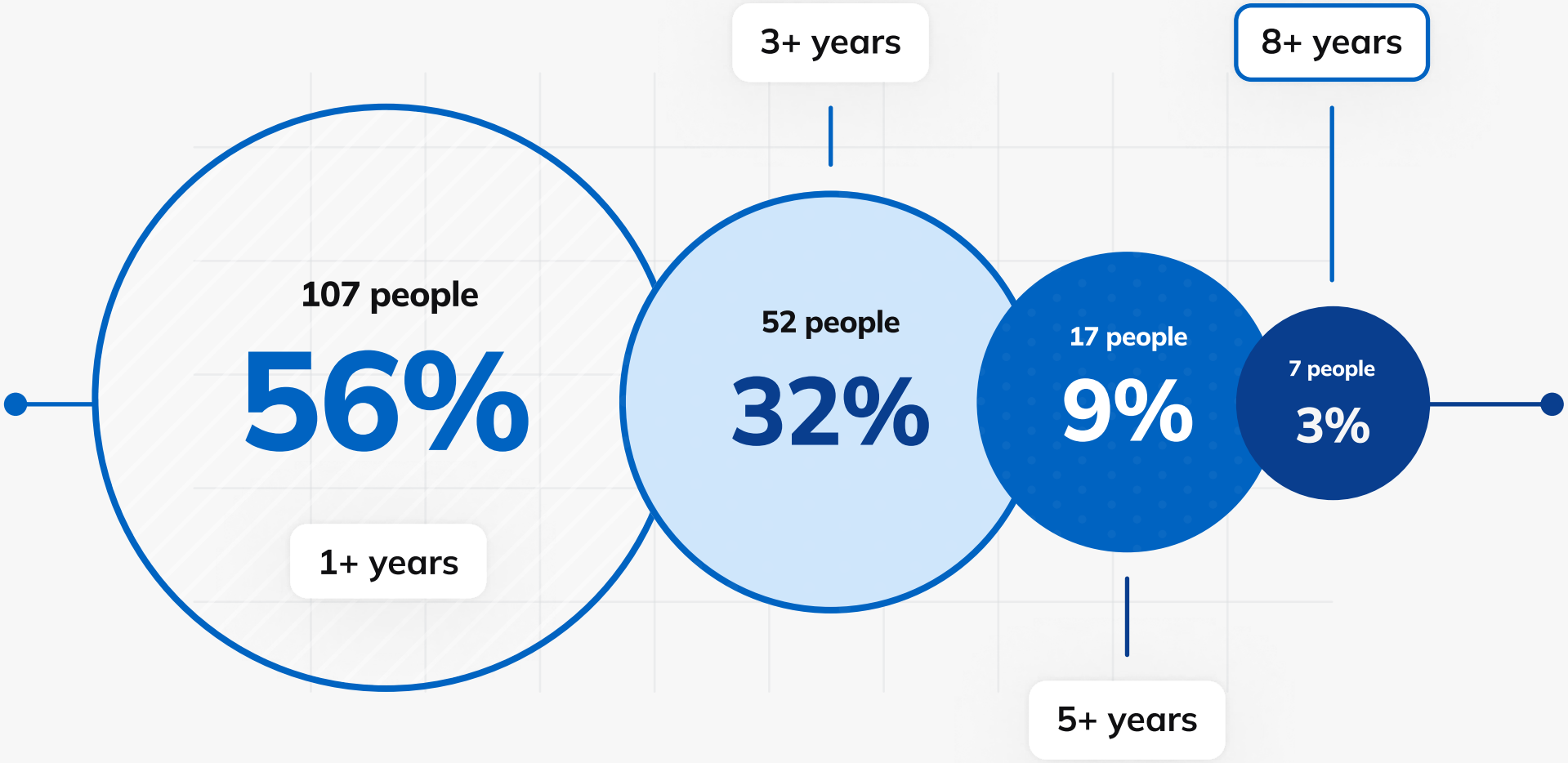
95%

fulfilled training request in 2022

Our Growth


+7 (4%)
2021
2022
176
172
177
180
183
178
176
174
168
173
180
185
183
Dec
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec

Experience in the Company



Inspiring career stories in Glorium



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. At the beginning, I was jungling between my future role and recruiting, but soon Andrei Kasyanau, the co-founder and CEO at Glorium, 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



Iryna

Office manager
turned QA specialist

> **I've taken on several roles while working with Glorium 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 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



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 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.

GLORIUM TECHNOLOGIES

Our Awards and Certifications 2022

Inc.5000 & Regionals

We were named to Inc.500 (2020, 2021) & Regionals Northeast (2021, 2022) Inc. 5000 Fastest-Growing Private Companies in America.



2021 2022



2020 2021 2022



2021 2022



2020 2021 2022

Our Awards


Top Custom Software Development Company in United States
TechBehemoths
AWARDS 2022


Top Web Development Company in United States
TechBehemoths
AWARDS 2022


Top Web Design Company in United States
TechBehemoths
AWARDS 2022


techreviewer.co
TOP
.NET
Developers
2022


techreviewer.co
TOP
Software
Developers
2022


MOST REVIEWED
APP DEVELOPMENT COMPANY
PHILADELPHIA


MOST REVIEWED
SOFTWARE DEVELOPERS
PHILADELPHIA


MOST REVIEWED
WEB DEVELOPERS
PHILADELPHIA


TopDevelopers
The Genuine Quality
Finest 500 App Developers
2022


TOP SOFTWARE DEVELOPMENT COMPANY
goodfirms.co


TOP
SOFTWARE
DEVELOPERS
Clutch
NEW JERSEY
2022


TOP
DEVELOPERS
Clutch
UNITED STATES
2022


TOP
DEVELOPERS
Clutch
UKRAINE
2022


TOP
SOFTWARE
COMPANIES


TOP
APP
DEVELOPERS

Our Certifications

Microsoft Partner

Silver Application Integration
Silver Data Analytics
Silver Application Development

ISO 9001

ISO 13485

ISO 27001

HIPAA COMPLIANT

GLORIUM TECHNOLOGIES

Continuity in Education

04

Continuity in Education

Virtual Summits

In our commitment to fostering innovation and continuity in education, Glorium Technologies organized free virtual summits, primarily targeting emerging startups. Our goal is to support their journey by providing valuable insights and resources, underscoring our dedication to social responsibility and the advancement of learning within the technological sector.

Startups: funding and beyond 2022	STARTUPS	April 6-7, 2022
Startup CTO Summit	STARTUPS	May 25-26, 2022
Tech Startup Growth	STARTUPS	July 20-21, 2022
Shaping Software Outsourcing for Startups	STARTUPS	Sep 14, 2022
HealthTech 2022-2023	HEALTHCARE	November 16-17, 2022

Continuity in Education

CTO Talks

Glorium Technologies organized free CTO talks with leading CTOs from various companies for startup beginners. Our talks offer a rich tapestry of information, from unconventional ideas to practical tech hacks. Startups can learn what technologies are poised to shape the future directly from our experts, enabling you to make informed predictions and decisions.



Michael Cunningham
CTO, Co-Founder at Zelta



Daniel Peters
PMP, CISSP CTO and Founder, FaCTOR, LLC



Stephen Johnston
Founder and CTO at PubWise



John Bentley
CPO, ex CTO at 10XTS, CTO at SpotOn.Pet

Scholarship Program

In 2022, we launched a Software Engineers Scholarship that aims to encourage and support students who are passionate about software development and tech. We aimed at providing a $1,000 educational grant to high school seniors and college graduates and made it real on 15 August 2022. **Landon Harris from Royse City High School won the competition.** The total scholarship distribution for the 2022 Scholarship is $1,000. In the first round, 82 students from different colleges around the USA applied for the scholarship through the platform bold.org and performed the task of writing an essay of 1000 words.

WINNERS

	**Landon Harris**	Texas A & M University-College Station	Royse City, TX

FINALISTS

	**Marquis Skinner**	Virginia Polytechnic Institute and State University	Suitland-Silver Hill, MD
	**Jacob Schulmeister**	Texas A & M University-College Station	Royse City, TX

Why are we running this Scholarship Program?

Hiring and Nurturing the Talent

There are two ways of getting software engineers for today's outsourcing software development companies. We do the former but strive to do the latter as well.

Worlwide IT Activities

We participate in lots of activities from the IT world in Ukraine and the USA - all the countries that we are located in.

Solid Software Engineering Base

That's why our student scholarship program should encourage talented youngsters to achieve their goals in becoming solid tech specialists and getting their future careers started.

Future Professionals

Today's students is aimed at future professionals. Education sometimes requires spending big money, and talented young people sometimes lack the opportunity to afford it. We are here to help.

Training and Development



95% of all requests for external training from employees were approved and fully funded by the company.

- Training and IT certification
- Hard skills development
- Fully paid English classes with an in-house teacher
- Soft skills development
- Participation and access to conferences

Our Benefits

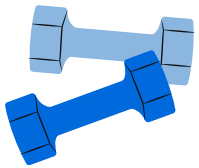
The well-being package contains such bonuses:



20 paid days off per working year for **vacation purposes**, with +1 extra day for each next year of our cooperation (up to +10 days max)



Up to **5 paid days off** per working year for **sick leave purposes**



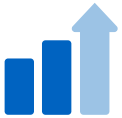
Insurance for you or a **gym membership** at any sports center of your choice (within the limit).

Our Benefits

Benefits for a comfortable working environment include:



Legal and accounting assistance with a choice of service packages



Regular performance reviews, including remuneration



Hardware provision with the necessary software package



Convenient located offices in three different locations worldwide



Flexible cooperation schedule with work-from-home or office options



Referral program implying attractive bonuses for help in recruiting and engaging candidates

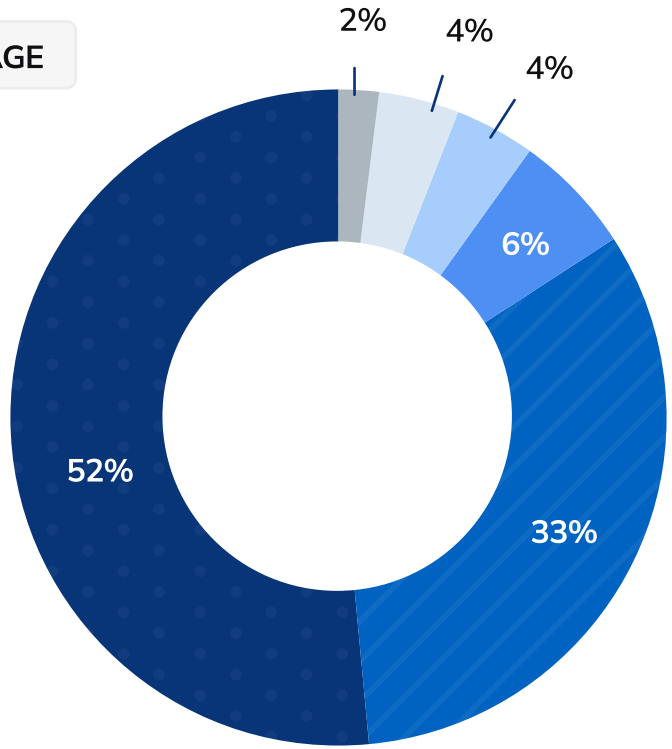
GLORIUM TECHNOLOGIES

Human Rights & Labour Issues

05

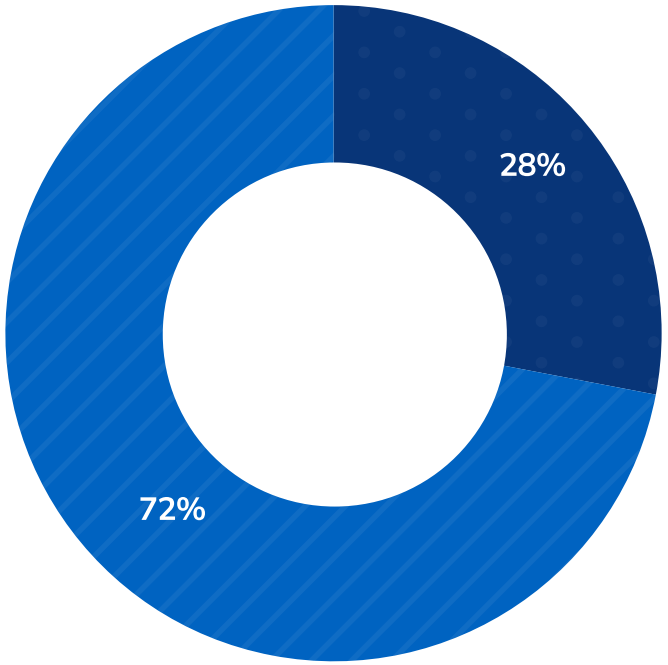
Human Rights and Labour Issues

BY AGE



25-34 35-44 16-24 45-54 Unspecified Under 18

BY GENDER



Male Female

Human Rights and Labour Issues



At Glorium Technologies, we firmly believe that a successful business is impossible without a healthy work-life balance and the well-being of each employee. Glorium Technologies strives to provide everyone with the opportunity to rest and recover for further effective work fully.

Since the founding of Glorium Technologies, our corporate culture has been oriented toward each team member's development, creativity, and well-being. Overtime contradicts these fundamental principles.

We create conditions where everyone can feel valuable, inspired, and, importantly, rested. At Glorium Technologies, we permit and actively encourage employees to take vacations regularly.

GLORIUM TECHNOLOGIES

Public & Social

06

Public and Social

25%

of the March salary will be retained for those who have joined the **Armed Forces** or **territorial defense**

50%

of hourly rates will be paid for **volunteers**

Support during wartime

Safety of our people is always a #1 priority. As the war in Ukraine unraveled, we were focused on evacuating the people from the affected territories. Everyone from our Ukrainian office acted according to our Business Continuity Plan that was made months before the war.

For those who have joined the Armed Forces or territorial defense, 25% of the March salary will be retained. Additionally, job positions will be preserved. For volunteers, 50% of hourly rates will be paid. Evacuation (all activities related to military actions) was fully covered for up to two weeks.

H-Days and Umana funding

Dmitriy Stepanov, CTO of Glorium Technologies, spearheaded the H-Days volunteer initiative, a project designed with the social objective of aiding Ukrainians impacted by armed hostilities. Staff from various global locations like Ukraine, Poland, and the United States came together to contribute their time and skills on the public holidays. Their collective earnings, amounting to $20,000, were channeled directly to the Umana Fund.



Focused on elevating both the quality and accessibility of medical care for Ukrainians affected by the conflict, H-Days also involved contributions from the Canadian and American branches of the Umana Foundation. These subdivisions helped in shipping essential medicines to hospitals and other facilities, even in regions marred by ruined infrastructure and active combat zones.

The donation from Glorium Technologies facilitated the expedited arrival of U.S. medical professionals to Poland and enabled the transport of critically injured individuals for further medical treatment.

$20,000

were channeled directly to the Umana Fund.





Volunteering Program

Glorium Technologies, beyond its core business functions, has embedded a robust volunteering spirit within its corporate structure, particularly in response to the Russian invasion. Since the beginning of 2022, we have organized consistent support for our volunteers, establishing a system where every employee engaged in volunteer work is compensated for the hours they spend on such invaluable activities.

Every month, starting from March 2022, Glorium Technologies has been compensating the hours spent by our employees on volunteer activities. This initiative allows our devoted employees to dedicate over 20+ hours each month to various forms of volunteering, reinforcing our commitment to social responsibility and community engagement.

Volunteering



Bogdan Tushevskiy





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.

Once, there was an instance where he had to assist in transporting 3 tons of medication from Lviv to the Chernihiv region. He never imagined that he would be able to find a solution to the railway blockade caused by Ukrzaliznytsia in just thirty minutes, but he did and was able to secure the necessary commodity carriages for the task.

Bogdan and his friends founded a volunteer organization to help those affected by the conflict. Every month, they traveled to conflict zones and delivered essential supplies such as first aid kits, power banks, tactical clothing, and food to the military. They also conducted fundraisers for vehicles, with contributors from Western Europe, ensuring those on the front lines are well-equipped and supported.

Volunteering



Serhii Malyshev

Serhii has been volunteering since the beginning of the Russian invasion. He is a dedicated member of the Coordination Center of the Volyn Military Administration, and he has been actively involved in accepting humanitarian cargo from Europe. Additionally, Serhii has been searching for volunteers to help deliver and ship critical supplies. His efforts have been invaluable, and he has significantly impacted the lives of those affected by the conflict.

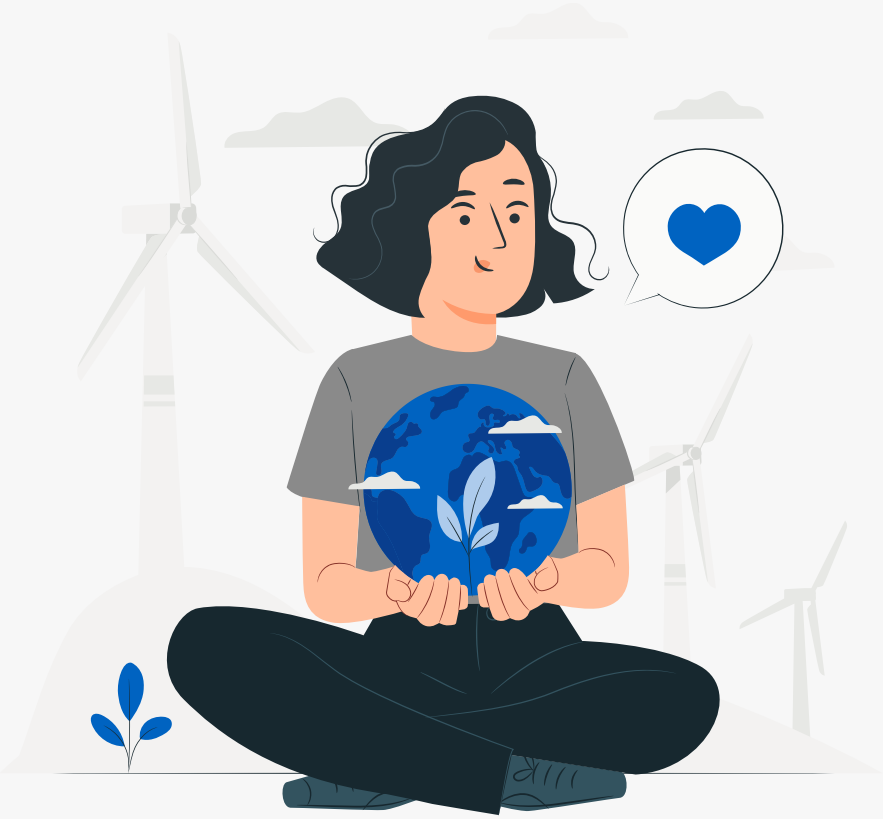
Serhii Malyshev traveled to conflict zones with his friends to deliver essential supplies such as first aid kits, power banks, tactical clothing, and food to the military. He has also conducted fundraisers for vehicles, ensuring those on the front lines are well-equipped and supported. His dedication and hard work have significantly impacted the lives of those he has helped.

GLORIUM TECHNOLOGIES

Environmental Impact

07

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 employees' work effectiveness and time management.

GLORIUM TECHNOLOGIES

2022

As we pass this significant milestone of 2022, we gaze toward the horizon with a vision of a more sustainable and peaceful world. Yet, we acknowledge that there remain many challenges on the path ahead. We will conquer them through collaborative efforts.

We are resolute in our commitment to expanding our influence and bringing together team members who share our values.