GLORIUM TECHNOLOGIES

CSR Report



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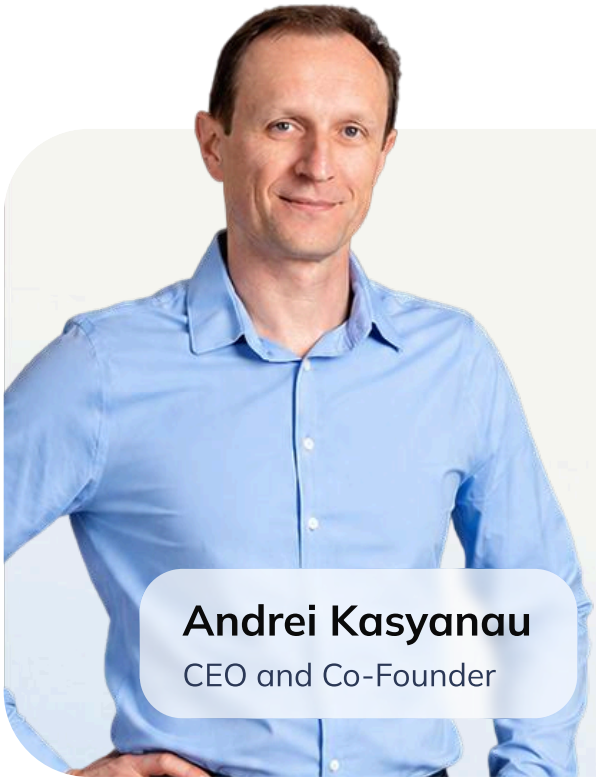
CEO MESSAGE TO PARTNERS & TEAM

Growth Through Responsibility



Andrei Kasyanau
CEO and Co-Founder

"We're here to be a long-term partner in our clients' growth. That means investing in our team's well-being and skills today, to ensure we can solve their biggest challenges tomorrow."

2025 KEY HIGHLIGHTS

Compliance, Recognition, and People.

Top wins for clients and the workforce.

100% Compliance

HIPAA, GDPR, and ISO

ISO 9001 · ISO 13485 · ISO 27001

HIPAA COMPLIANT

GDPR.EU

Expertise

Recognition as **Microsoft Partner**, **AWS**, **Stripe**, and **Odoo Partner**

69+

eNPS score

Education

4 global summits & 6 expert webinars

OUR FOCUS FOR 2026

A Concise Look at the Upcoming Roadmap

Empowering healthcare startups with tech insights, prioritizing digital-first administration, and scaling our Education Summits to reach a wider global community.



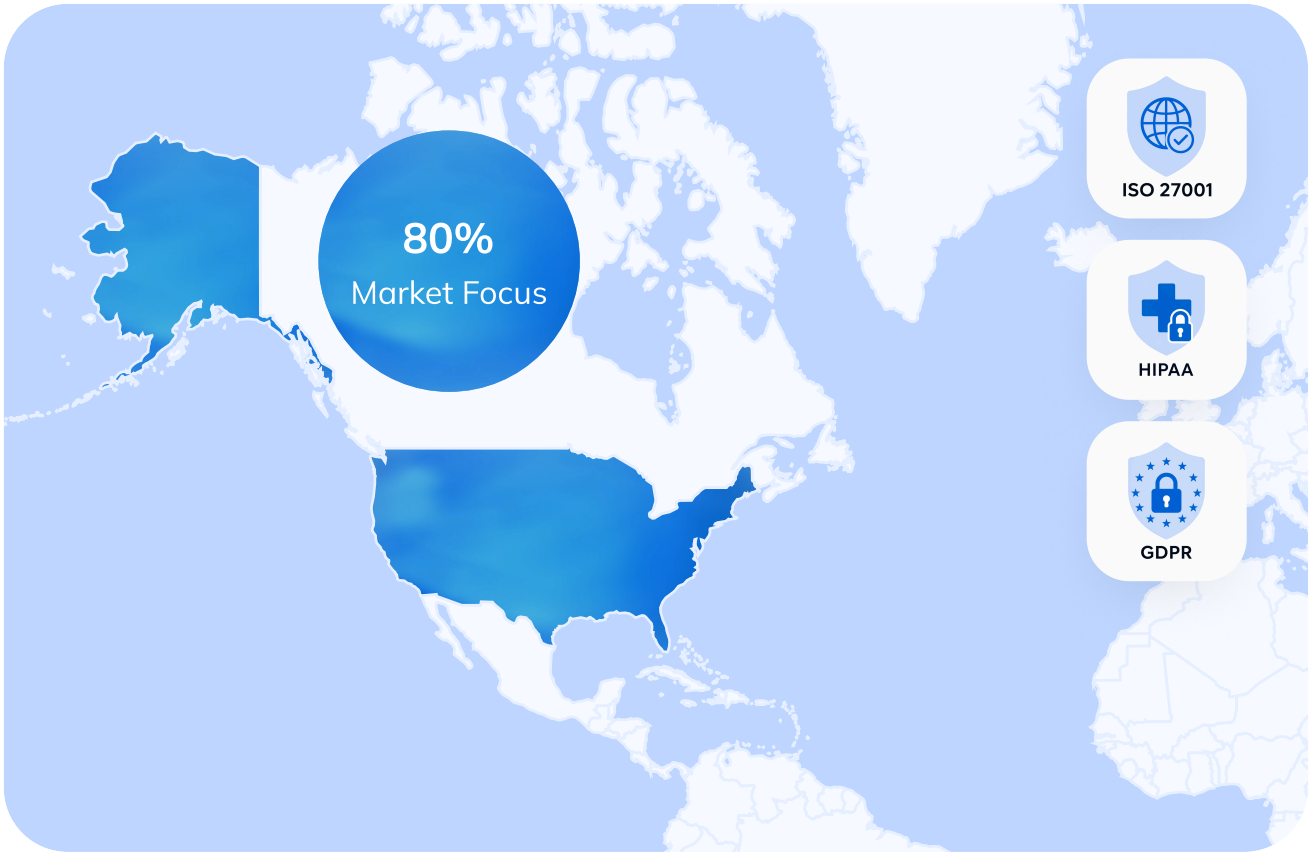
01

About the Company

Glorium Technologies is a technology partner focused on sustainability and responsible business practices.

Built for Regulated Industries Since 2010

Glorium Technologies has built custom software since 2010, with healthcare as our core focus. We've shipped 100+ products, so compliance requirements are part of how we plan, build, and release from day one, not a late-stage fix.



HIPAA-Ready from Day One

We sign BAAs, design for PHI protection, and document safeguards your compliance team can review.

Built for Your Regulations

HIPAA for US healthcare, GDPR for EU data. We apply what your product actually requires.

Security at Every Release

Code review, access controls, and security testing are built into each sprint, not saved for launch.

Global Distributed Workforce

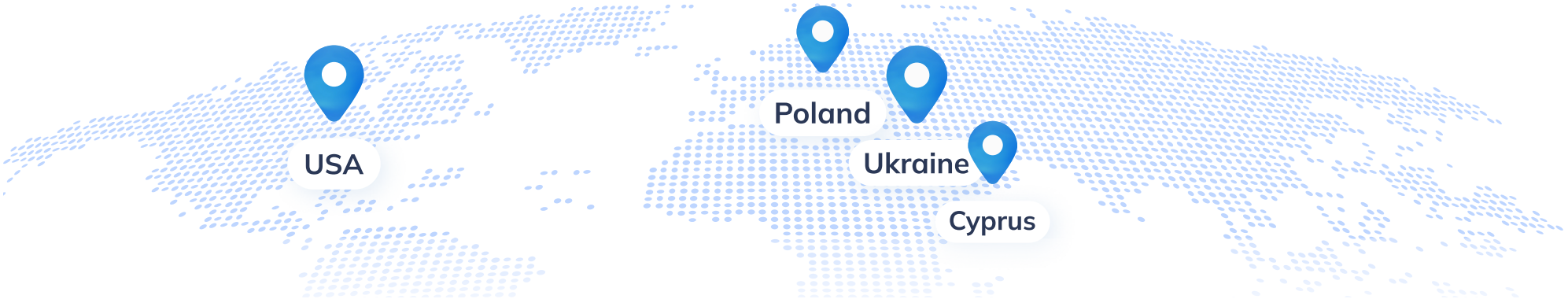
In 2025, our operational model represents our primary contribution to environmental sustainability. We have transitioned from traditional office-centricity to a global distributed workforce.

Remote-First Operations

Most of our team works remotely or in hybrid roles. This reduces daily commuting and allows us to operate with a smaller office footprint.

Operational Resilience

Our distributed team across the **USA**, **Poland**, **Ukraine**, and **Cyprus** supports business continuity and extended coverage across time zones.



TEAM COMPOSITION & GROWTH

Diversity & Growth Metrics

We believe that transparency in our workforce metrics is the first step toward true accountability.

285

Specialists

A Founder-Led Culture: As a founder-led organization, we maintain a flat hierarchy and a culture of direct accountability. This allows us to integrate ethical values and CSR initiatives rapidly across our team of 285 specialists.

24+

Countries represented across our team

22

Languages spoken across our team



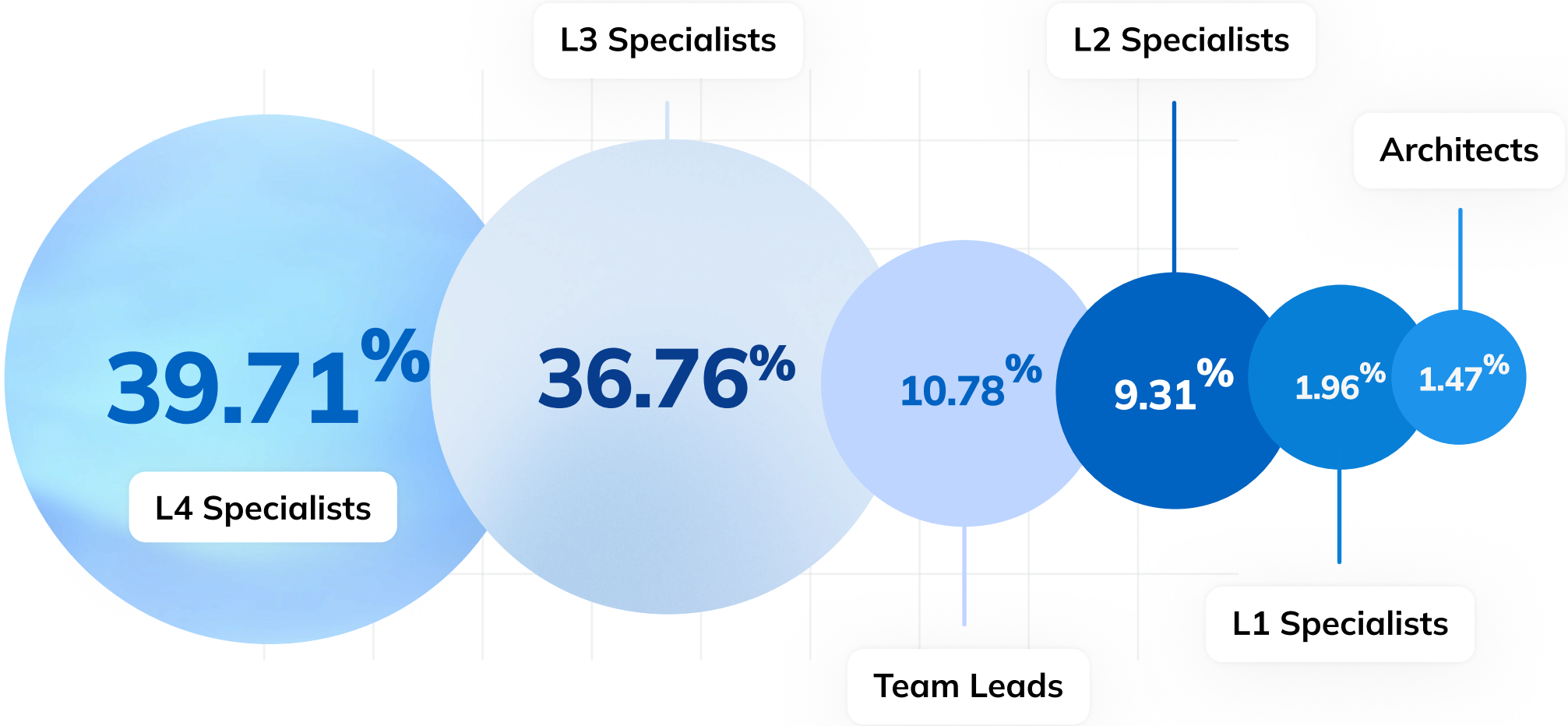
Where Glorium Technologie's Employees Live

Ukraine · Poland · Georgia · Spain · Belarus · USA · Portugal · Czech · Germany · Italy · Netherlands · France · Azerbaijan · Armenia · Moldova · And Other

TEAM COMPOSITION & GROWTH

Diversity & Growth Metrics

True accountability means measuring success by our people's growth.



Our Awards and Certifications

We were included on the 2025 Global Outsourcing 100 List.



Glorium Technologies has been included in the OA500 Global Outsourcing Firm Index



We were named one of the Best Software Development Companies in Jersey City for 2025 by Expertise.com





























2025 INDUSTRY RECOGNITION & STRATEGIC PARTNERSHIPS

Strategic Partnerships

Verification of our status with partners such as Microsoft, AWS (Select Tier), Stripe, and Odoo, alongside our membership in the Meadowlands Chamber of Commerce.

Microsoft Partner status officially validates our expertise within the Microsoft technological ecosystem.

AWS Partner Select Services status reflects our proven expertise in Amazon cloud technologies.

As a member of the Stripe Partner Ecosystem, we help clients streamline payment processing and financial operations

The Odoo Ready Partner status validates our proficiency in implementing

Membership in the Meadowlands Chamber connects Glorium Technologies with the regional business community.

02

CSR Vision, Strategy & Governance

CSR MISSION & LONG-TERM GOALS

A More Ambitious and Measurable Long-term Vision

We have evolved the foundational ideas of our previous reporting years into a more ambitious and measurable long-term vision.

2024–2027 Carbon Reduction Strategy

We have set a clear roadmap to systematically minimize our ecological footprint and significantly reduce operational carbon emissions across our global offices by 2027.



ALIGNMENT WITH BUSINESS STRATEGY

Responsibility, Built into Strategy

Our ESG commitments are directly linked to our commercial success and operational resilience.

Talent & Culture

Our strong social stance is a primary driver of our high employee engagement **(eNPS 69+)**, which significantly improves talent retention and reduces recruitment costs.

Market Leadership

Our rigorous adherence to ethical and security standards (HIPAA, GDPR, ISO) makes us the partner of choice for major enterprises in the USA and Europe, where compliance is a critical selection factor.

GDPR.EU · HIPAA COMPLIANT · ISO 9001 · ISO 13485 · ISO 27001

Strategic Partnerships

Our collaborative summits with industry leaders like AWS and Microsoft are more than events; they are part of a strategic knowledge-exchange ecosystem designed to build socially impactful technology products.



03

Stakeholder Engagement & Materiality

Our CSR strategy is built on a continuous dialogue with our ecosystem.

LISTENING TO STAKEHOLDERS

Building Feedback Into Everything We Do

We gather feedback through multiple channels to hear from those who influence—and are influenced by—our business

01

Employees

We conduct annual eNPS surveys to measure satisfaction and loyalty, supplemented by regular "Continuity in Education" meetups and internal career development interviews.



02

Clients

Engagement is driven through project feedback loops and industry-specific virtual summits (Healthcare, Real Estate, SaaS) designed to align our technology solutions with market challenges.

03

Partners & Industry Experts

We collaborate with leaders from organizations like Amazon, Odoo, Microsoft through webinars and summits to exchange expertise and drive innovation.

04

Knowledge Sharing

In 2025, we hosted 4 global virtual summits and 6 expert webinars, bringing together tech leaders from Google, Microsoft, BMC Software and more



Transparency Means Showing How Feedback Translates Into Action

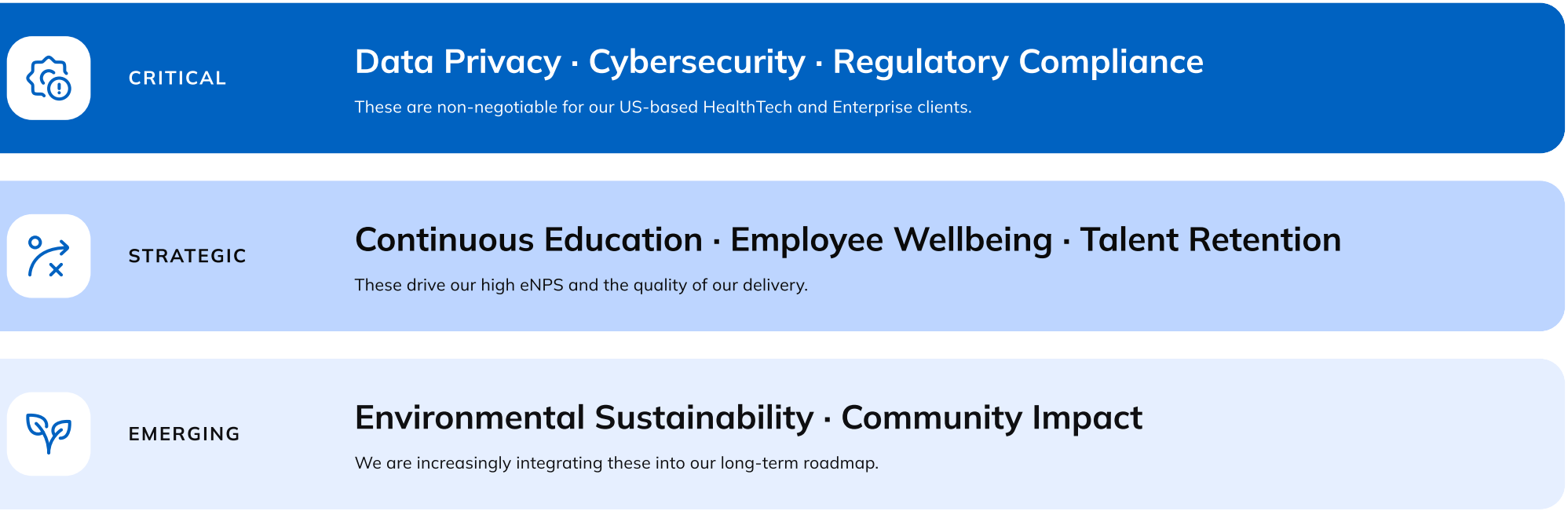
We actively listen to our team members and implement changes based on their needs.

TEAM SAID	WE DID
The team's interest in exploring AI tools	We organized a dedicated "AI in Software Development" event and launched a series of "AI Revolution" webinars.
The priority of mental health in a remote setup	We hosted a specialized webinar on "The Art of Communication" featuring a psychologist to support interpersonal wellbeing.
Non-linear career paths	We formalized internal mobility processes, which led to successful role transitions, such as moving from Office Management to Quality Assurance.

MATERIAL TOPICS

Materiality Matrix

By mapping the concerns of our stakeholders against their impact on Glorium Technologies business success, we have identified our "Material Topics." This ensures we focus our resources where they matter most.



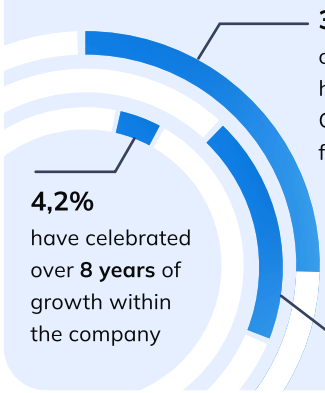
04

Social: Empowering our People & Communities

Our commitment to nurturing talent both within the company and across the broader community.

OUR TEAM

Our Team: Engagement & Loyalty



38.4%
of our employees have been with Glorium Technologies for more than **3 years**

4,2%
have celebrated over **8 years** of growth within the company

24.9%
have celebrated over **5 years** of growth within the company

69 eNPS

Employee Engagement

Our commitment to active listening and a supportive culture is directly reflected in our **eNPS score of 69 for 2024-2025.**

The Company constantly creates comfortable conditions for creativity and effective work

Challenging projects, vertical subordination, and transparency of the work process are three main reasons for Glorium Technologies´s continued success as an employer. The Company leaves no room for show-off, excessive bureaucracy, or behind-the-scenes intrigues. It constantly makes surprises for its team and creates comfortable conditions for creativity and effective work.



Oleh
Delivery Manager in Marketing

CONTINUITY IN EDUCATION

Continuity in Education

From founders preparing their first funding round to healthcare teams adopting AI, we share what we've learned with the whole tech community.

Technical & Soft Skills

In 2025, we hosted **4 global virtual summits** and **6 expert webinars** on AI, digital transformation, MVP development and scaling, featuring speakers from Google, Microsoft, Autodesk and more.

4 Global virtual summits

- Global AI Innovation Summit
- Global CTO Summit
- Digital Transformation Summit
- Global HealthTech Summit

6 Expert webinars

- Harnessing Agentic AI
- From Zero to MVP
- Five MVP mistakes
- Scaling after funding
- Preparing for Series A
- AI-powered ERP transformation

CONTINUITY IN EDUCATION

Virtual Summits

Our virtual summits brought together speakers from top global companies like Microsoft, Dropbox and Autodesk.

2025 REACH

4,000+
registrations

700+
live attendees

Speakers from Microsoft, Google, Autodesk and more

JAN 22 — **Global AI Innovation Summit 2025**
AI agents · Voice AI · AI in testing · Ethical AI

MAR 26 — **Global CTO Summit 2025**
AI strategy · GenAI risks · Tech leadership

MAY 28 — **Global Digital Transformation Summit 2025**
Agentic AI · Process automation · Data strategy

DEC 03 — **Global HealthTech Summit 2025**
AI in healthcare · Predictive care · Genomic AI

CONTINUITY IN EDUCATION

Webinars

01 March 14, 2025

Harnessing Agentic AI

Empowering Enterprise Automation for 2025 and Beyond



Miku Jha SPEAKER
Director, AI/ML & Generative AI at Google Cloud



Murat Ozturan HOST
Lead PM in CSA CTO Team, ex-CTO of APJ Services at Microsoft

02 May 7, 2025

From Zero to MVP

Turning Ideas into Working Products in 2025



Tristan Kromer SPEAKER
Founder & CEO at Kromatic



Christopher Salem HOST
Executive Coach, Corporate Trainer, Keynote Speaker

03 July 8, 2025

Five Biggest Mistakes When Building an MVP

And How to Avoid Them



Ben Yoskovitz SPEAKER
Founding Partner at Highline Beta



Murat Ozturan HOST
Lead PM in CSA CTO Team, ex-CTO of APJ Services at Microsoft

04 October 10, 2025

Scaling After Funding

Turning Fresh Capital Into Sustainable Growth



Sandeep Ahuja SPEAKER
CEO at cove, Forbes 30 Under 30



Murat Ozturan HOST
Lead PM in CSA CTO Team, ex-CTO of APJ Services at Microsoft

05 November 5, 2025

Preparing for Series A

Metrics, Milestones, and Momentum Investors Expect



Brett Cupta SPEAKER
Co-Founder of Sitetracker



Murat Ozturan HOST
Lead PM in CSA CTO Team, ex-CTO of APJ Services at Microsoft

06 November 20, 2025

AI-Powered ERP Transformation

Accelerating Business Automation



Maksym Ostrovskyi SPEAKER
Senior Project Manager at Glorium Technologies



Alexandra Kulaga HOST
Delivery Manager at Glorium Technologies

GLOBAL INDUSTRY PRESENCE & NETWORKING

Global Industry Presence & Networking

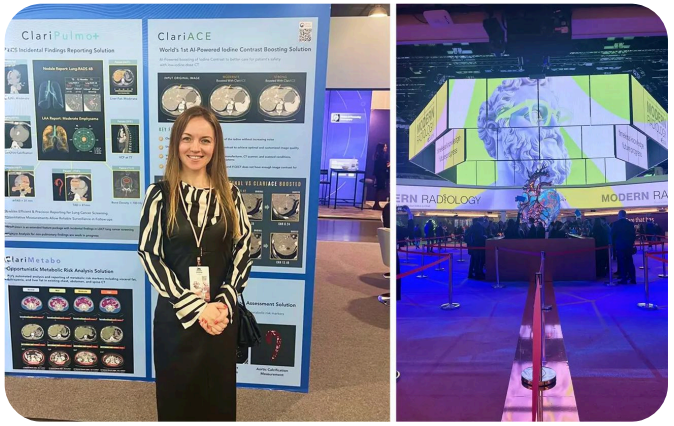
While we lead the digital conversation through our summits, Glorium Technologies maintains a strategic physical presence at the world's most influential industry exhibitions. In 2025, our experts engaged directly with partners and innovators at key global venues:

Odoo Experience 2025

As a certified Odoo Partner, we showcased our capabilities in business transformation and ERP ecosystem development in Belgium. This event allowed us to deepen our collaboration with the Odoo community and demonstrate how we scale enterprise operations.

ECR 2025

As specialists in HealthTech, we participated in one of the largest medical meetings in the world (Vienna, Austria). We explored the latest trends in medical imaging and AI-driven diagnostics to ensure our healthcare solutions remain at the cutting edge of patient safety.





Retcon 2025

Our team engaged with the Real Estate technology sector at Retcon, exploring the digital future of property management and construction. This participation reinforces our commitment to delivering innovative, high-stakes solutions for the US and global real estate markets.

COMMUNITY IMPACT & HUMANITARIAN SUPPORT

Community Impact & Humanitarian Support

Our responsibility extends beyond our offices as we share our expertise and resources to support those driving social change and safety.

Humanitarian Demining

We are proud to support the **“Demining of Ukraine”** Charity Foundation. Through corporate donations and individual team contributions, we help survey and clear land so communities can return to safe, productive use.



CHARITY WEEK · DEC 2025

100%

Of team donations matched by the company

During our Charity Week in December 2025, Glorium Technologies matched every team contribution to the “Demining of Ukraine” Charity Foundation.

05

Digital Responsibility: Data Privacy, Security & Innovation

SECURITY & DATA PROTECTION

Data Protection as a Non-Negotiable

We view the protection of sensitive patient and client data as our highest priority, backed by world-class certifications:

Rigorous Compliance

Our operations are fully compliant with HIPAA, GDPR, and ISO standards, ensuring that we meet the strictest legal and ethical requirements for data privacy.

GDPR.EU HIPAA COMPLIANT

Certified Excellence

We maintain ISO 27001, ISO 13485, and ISO 9001 certifications, proving that our security measures are not just claims but audited, high-standard processes.

International Organization for Standardization ISO 27001
International Organization for Standardization ISO 9001
International Organization for Standardization ISO 13485

Data Integrity

We implement advanced security protocols across all projects to safeguard against evolving cyber threats, providing our clients with a foundation of absolute trust.



SUSTAINABLE TECH PRACTICES

Sustainability, Built Into Our Stack

We recognize our environmental impact as a digital company and strive for efficiency in our engineering:

Green Infrastructure

Infrastructure

We use energy-efficiency tools offered by major cloud providers and right-size infrastructure to avoid unnecessary resource consumption in client projects.

Efficient Engineering

Engineering

We encourage "Green Code" practices: lean, high-performance code that needs less computing power.

Digital Footprint Management

Operations

As a remote-first company with optimized data storage practices, we look for ways to lower the environmental cost of our work.



06

Environmental Responsibility

CARBON FOOTPRINT

Tracking Our Environmental Impact

We are committed to monitoring and managing our emissions across our global operations. We categorize our environmental impact into three key areas:

Direct & Indirect Energy

We focus on reducing energy consumption within our physical offices in the USA, Poland, Cyprus, and Ukraine. By selecting modern, energy-efficient business centers, we aim to minimize the electricity and heating required for our daily operations.

Business Travel

Recognizing that travel is a significant contributor to our footprint, we have adopted a "mindful travel" policy. We prioritize virtual collaboration and host digital summits to reduce the necessity for international flights, effectively lowering our indirect CO2 emissions.

Remote Work Benefits

Our remote and hybrid work model reduces daily commuting for our team and the transport emissions that come with it.



07

Business Ethics & Responsible Partnerships

PARTNER STANDARDS

Responsibility Across the Value Chain

We recognize that our responsibility extends to our entire value chain, which is why we hold our partners and vendors to the same high standards we set for ourselves:

ESG Criteria for Vendors

We prioritize working with suppliers and partners who demonstrate a commitment to environmental, social, and governance (ESG) excellence.

Compliance Integration

Our partnerships are not just technical—they are based on shared compliance requirements. Regular audits and certifications from our partners ensure that our operations remain secure, ethical, and transparent.

Strategic Alliances

Our ecosystem includes industry leaders and specialized organizations that share our values. We are a proud AWS Select Tier Services Partner and a Stripe Specialized Partner, ensuring our technical foundations meet the world's most rigorous security and efficiency standards.

aws PARTNER Select Tier Services

stripe

Specialized & Local Partnerships

As an Odoo Partner, we demonstrate our commitment to delivering transparent and ethical business management solutions. Furthermore, our membership in the **Meadowlands Chamber of Commerce in New Jersey** reflects our dedication to supporting the local economy and engaging with the regional business community.

Meadowlands Chamber of Commerce in New Jersey



odoo Certified Partner

08

Performance Summary

COMMUNITY IMPACT & CHARITY

Charity Week: Supporting Demining Initiatives

Empowering safety and recovery through employee-driven giving and company matching.

Employee & Company Matching Drive

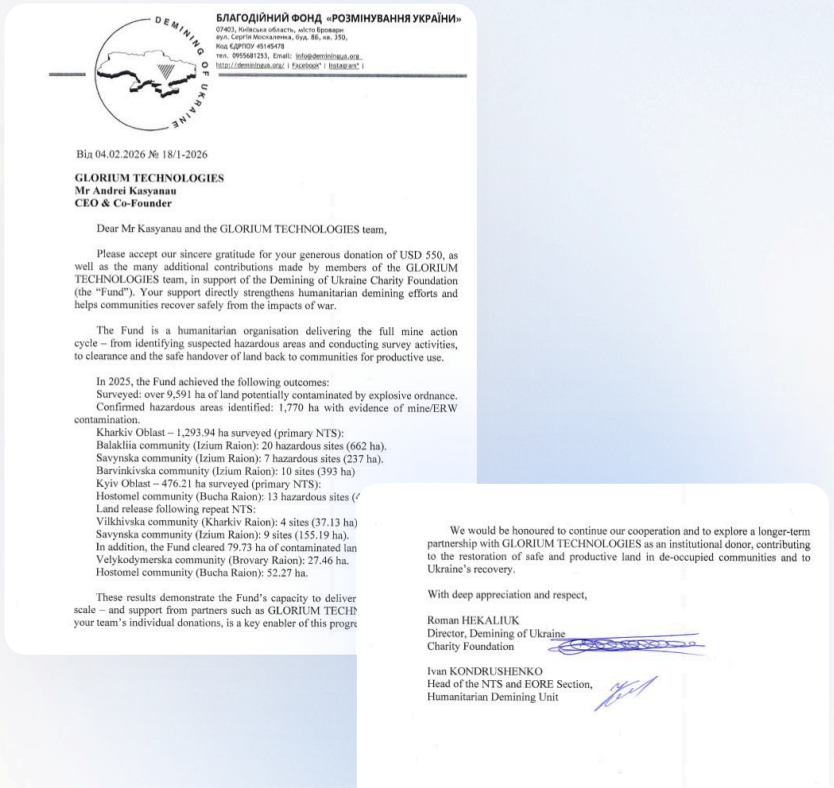
In December 2025, Glorium Technologies launched a Charity Week initiative, pledging to 100% match all team contributions dedicated to humanitarian demining.

Impact in Numbers ($1,100 Total Raised)

Our team raised $550, which was fully matched by Glorium Technologies with an additional $550 donation to support critical land clearing operations.

Recognition

We extend our sincere gratitude to our partner organization for their vital work on the ground and for recognizing our contribution



БЛАГОДІЙНИЙ ФОНД «РОЗМІНУВАННЯ УКРАЇНИ»

Від 04.02.2026 № 18/1-2026

GLORIUM TECHNOLOGIES
Mr Andrei Kasyanau
CEO & Co-Founder

Dear Mr Kasyanau and the GLORIUM TECHNOLOGIES team,

Please accept our sincere gratitude for your generous donation of USD 550, as well as the many additional contributions made by members of the GLORIUM TECHNOLOGIES team, in support of the Demining of Ukraine Charity Foundation (the "Fund"). Your support directly strengthens humanitarian demining efforts and helps communities recover safely from the impacts of war.

The Fund is a humanitarian organisation delivering the full mine action cycle – from identifying suspected hazardous areas and conducting survey activities, to clearance and the safe handover of land back to communities for productive use.

In 2025, the Fund achieved the following outcomes:
Surveyed: over 9,591 ha of land potentially contaminated by explosive ordnance.
Confirmed hazardous areas identified: 1,770 ha with evidence of mine/ERW contamination.
Kharkiv Oblast – 1,293.94 ha surveyed (primary NTS):
Balakliia community (Izium Raion): 20 hazardous sites (662 ha).
Savynska community (Izium Raion): 7 hazardous sites (237 ha).
Barvinkivska community (Izium Raion): 10 sites (393 ha)
Kyiv Oblast – 476.21 ha surveyed (primary NTS):
Hostomel community (Bucha Raion): 13 hazardous sites (
Land release following repeat NTS:
Vilkhivska community (Kharkiv Raion): 4 sites (37.13 ha)
Savynska community (Izium Raion): 9 sites (155.19 ha).
In addition, the Fund cleared 79.73 ha of contaminated lan
Velykodymerska community (Brovary Raion): 27.46 ha.
Hostomel community (Bucha Raion): 52.27 ha.

These results demonstrate the Fund's capacity to deliver
scale – and support from partners such as GLORIUM TECH
your team's individual donations, is a key enabler of this progr

We would be honoured to continue our cooperation and to explore a longer-term partnership with GLORIUM TECHNOLOGIES as an institutional donor, contributing to the restoration of safe and productive land in de-occupied communities and to Ukraine's recovery.

With deep appreciation and respect,

Roman HEKALIUK
Director, Demining of Ukraine
Charity Foundation

Ivan KONDRUSHENKO
Head of the NTS and EORE Section,
Humanitarian Demining Unit

GLORIUM TECHNOLOGIES

CSR 2025

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