



VISEVEN |

DIGITAL TRANSFORMATION
FOR PHARMA & LIFE SCIENCES

CSR Report 2025



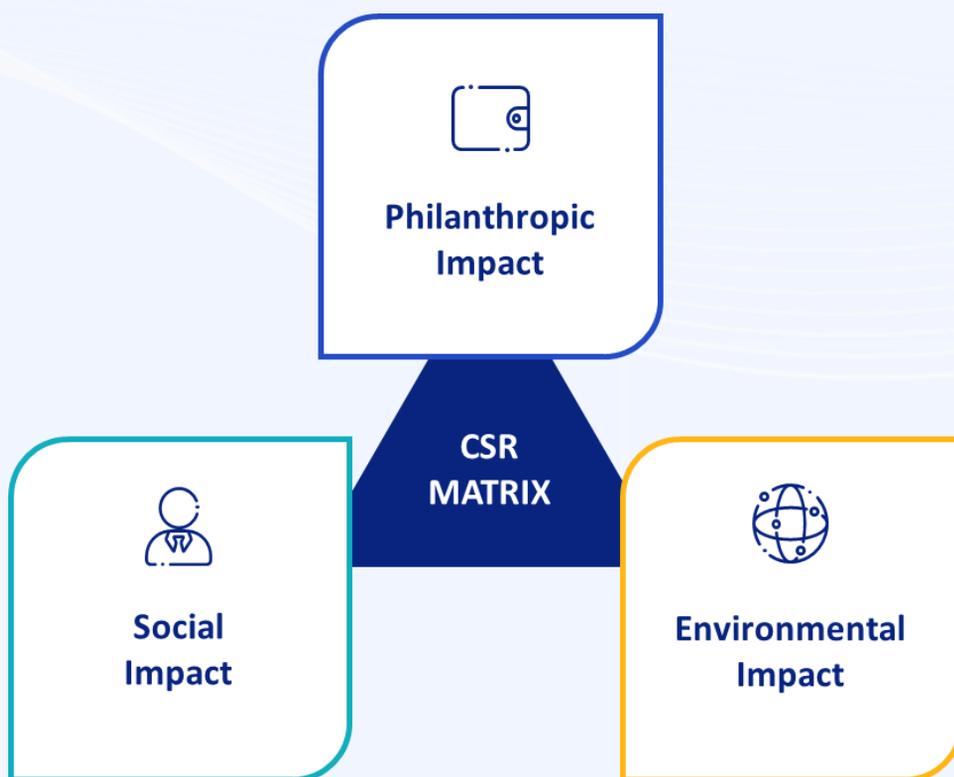
What is CSR in Viseven?



Our Corporate Social Responsibility

At the heart of our values lies a strong commitment to promoting an active social presence, embracing social responsibility, extending support to communities, actively participating in volunteer efforts, and championing various environmental initiatives. Moreover, we hold in high esteem those colleagues who are dedicated to making a social impact, recognizing their efforts as invaluable contributions to the betterment of society. Our commitment to giving back extends beyond mere words. We actively channel our resources towards charitable donations and actively engage in various philanthropic endeavors.

Our contributions play an important role in enabling education, fostering job opportunities, and nurturing the growth of professionals who are new to the industry. This dual-pronged approach not only fuels the industry's expansion but also empowers individuals by broadening their employment horizons and augmenting their earning potential. A defining aspect of our approach is the alignment of our Corporate Social Responsibility (CSR) initiatives with the globally recognized Sustainable Development Goals (SDGs). This strategic alignment underscores our ambition to go beyond short-term contributions, striving instead to create a lasting and meaningful impact. Through our multifaceted initiatives, we aim to bring about positive and sustainable changes that reverberate on a global scale, contributing to the overall betterment of our world.





Governance



Ethics

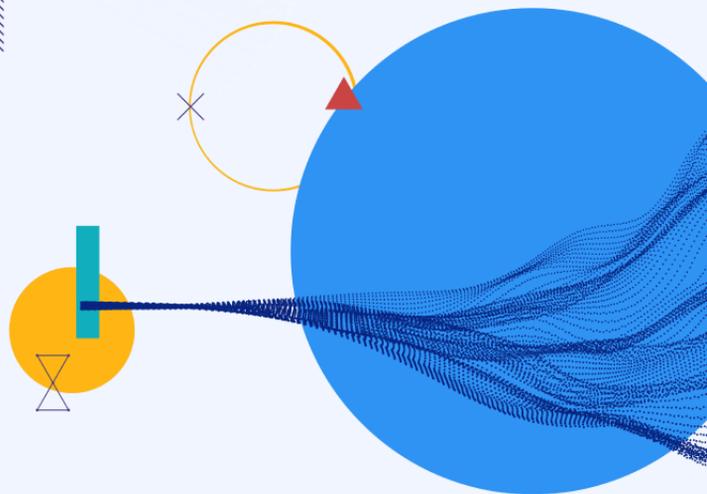
Viseven strives to conduct business in accordance with high standards of business ethics and comply with applicable laws and regulations. Our Code of Conduct is designed to communicate and regulate our values, principles, key rules, standards of doing business, behaviors that are expected and applicable to all Viseven team and to all parties interacting with Viseven.



Anti-Bribery and Anti-Corruption

Viseven strives to conduct business with integrity and to adhere to applicable anti-corruption laws, including the Anti-corruption Act of Estonia, the US Foreign Corrupt Practices Act, and local anti-corruption laws in the countries where we do business.

Our Anti-Bribery and Anti-Corruption Policy is designed to help Viseven team to recognize, avoid and deal with situations where bribery and corruption are likely to come up.



SpeakUp tool

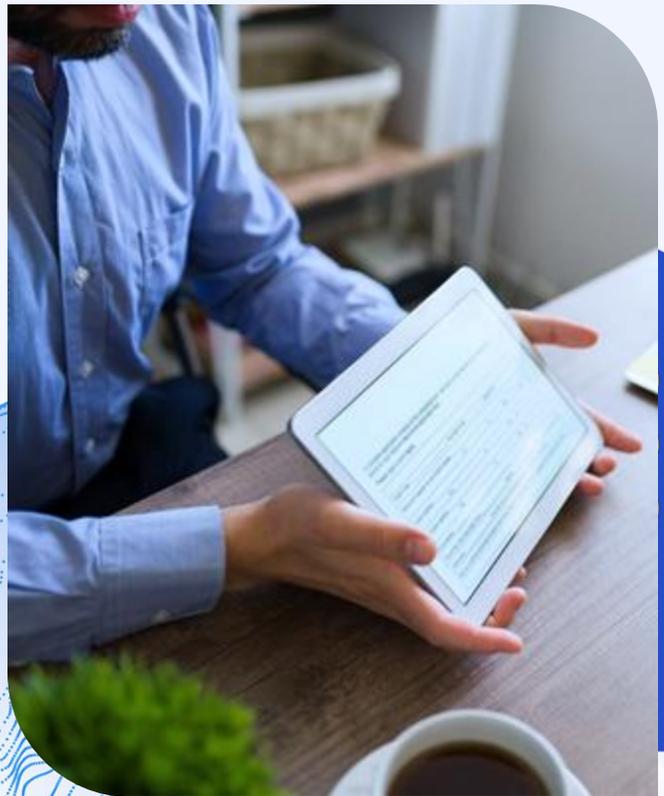


Grievance Form

Via Grievance form every person or organization can submit personal grievances or raise concerns they are aware of that relates to Viseven as a company. This tool available for general public at Viseven's web-site as well as for internal staff at company's intranet portal Confluence.

Grievance form provides an option to stay anonymous if person prefers to. Regardless of option chosen, Viseven guarantees maximum confidentiality while proceeding submitted grievance.

We view Grievance as a core element of SpeakUp culture and efficient tool capable of highlighting and signaling on areas for improvement and reducing\combating potential misconduct.



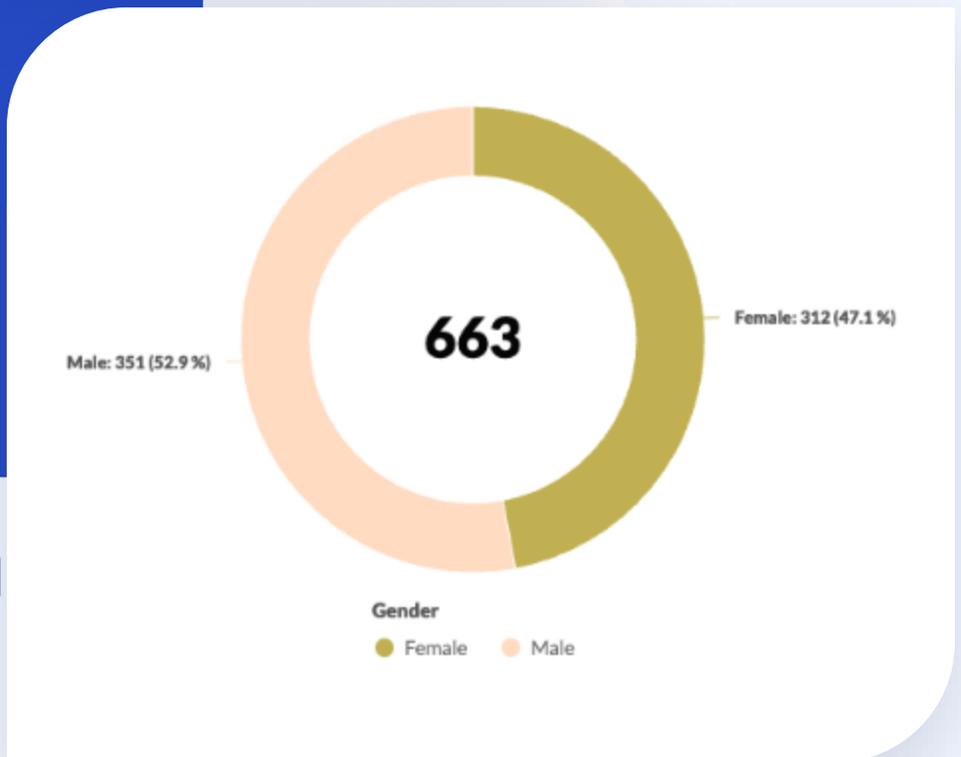
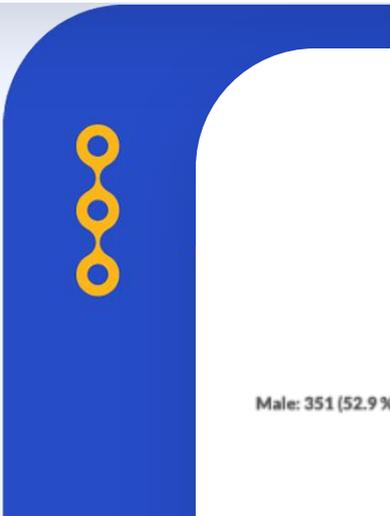
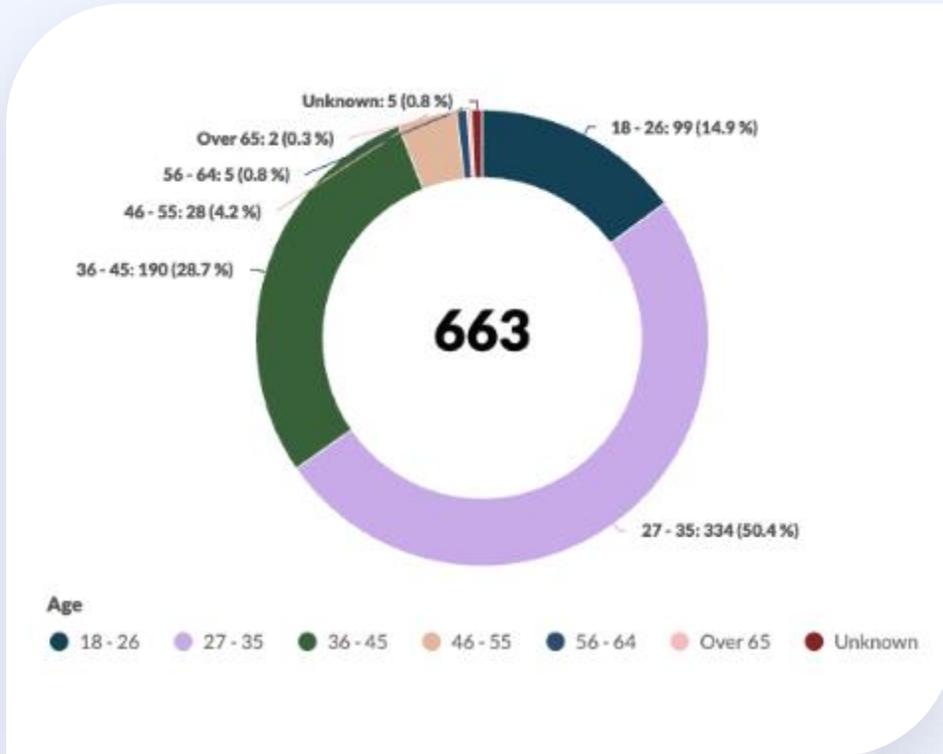
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Social Impact

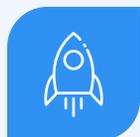


Diversity

Viseven sustain healthy gender and age balance within 2025



GeekSpace

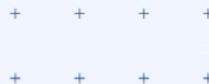


IT Community

Viseven supports the development of the local IT community through its GeekSpace project, a community for IT specialists and anyone passionate about technology and IT sphere.

Founded in 2015, GeekSpace hosts free meetups and conferences to foster networking, knowledge sharing, and continuous learning.

Starting from 2022, all GeekSpace events have a charity mission to gather donations for military support and the victory of Ukraine!



GeekSpace



Education

On April 10, the **GeekSpace community** marked its 10th anniversary with the vibrant **inTENse Gathering** — a hybrid event held in Poznań that brought together hundreds of IT professionals and enthusiasts from across the region.

The celebration also included a **charity bookcrossing initiative** in support of the **Education Initiatives Fund**, reinforcing GeekSpace's commitment to knowledge-sharing and social impact.

On May 23, 2025, Viseven hosted a **GeekMeetup** in Zhytomyr — an evening blending tech insights with community impact. The event featured four sessions on AI in development, writing readable documentation, building a personal finance tracker, and learning from financial mistakes.

On December 5, Viseven supported the third **GeekSpace GeekMeetup in Poznań** in Technology and Pub format. The free community event brought IT professionals together for an evening of tech talks and networking.

The agenda included **backend best practices**, a **Delivery checklist** with key project risk signals, and a discussion on **AI vs. Empathy** in psychodiagnostics and therapy, reinforcing GeekSpace's mission to foster an open, knowledge-driven tech community.

GeekMeetup: AI x Architecture 23.05



inTENse Gathering: Celebrating 10 Years of GeekSpace 10.04



GeekMeetup in Poznań: Technology and Pub



GeekSpace



Kompetentni Studencki 2025 Conference



Viseven Participated In Conference

On May 6, Viseven participated in the **Kompetentni Studencki 2025** conference at the **Poznań University of Economics and Business** — a dynamic event connecting students with industry professionals in tech.

Representing Viseven, **Hanna Shavurska** (Solution Architect) and **Mykhailo Lohaza** (IT Project Manager) joined as mentors, sharing their experiences, offering guidance on project delivery in international IT settings, and answering students' questions about careers in digital technology.

The conference featured workshops, expert panels, and discussions on key trends such as AI, mobile development, and digital transformation. It served as a valuable platform for students to gain real-world insights and explore professional pathways.



Viseven at IT Step School



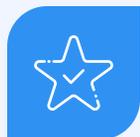
Viseven Sharing Insights

As part of Viseven's commitment to mentoring future tech professionals, **Oksana Vysotska**, Lead Project Manager, held a session at **IT Step School**, sharing real-world insights on building a successful career in IT.

She spoke about key qualities young professionals need today — curiosity, adaptability, teamwork, and initiative — while encouraging students to make thoughtful career choices and embrace their individuality.



Celebrating with Future IT Stars at Zhytomyr Polytech University



Grow with Viseven

As part of Viseven's commitment to supporting youth development and career readiness, our team participated in **Zhytomyr Polytechnic University's** birthday week with a dynamic **SoftSkills Lab**.

Under the theme "**Grow with Viseven**," our HR team created an interactive space where students engaged in quizzes, hands-on activities, and an art flash mob titled "**Leave a Print in IT Future**." The initiative encouraged students to explore the soft skills essential for success in tech careers.

Through interactive quizzes and a creative flash mob, students identified **communication, critical thinking, adaptability, teamwork, and emotional intelligence** as top soft skills.



University Practice at Viseven



Experience Within Our Teams

As part of Viseven's ongoing support for youth development and career readiness, we welcomed a group of students to gain hands-on experience within our teams.

Four technical students from Zhytomyr Polytechnic Institute joined under the mentorship of **Yevhen Matusevych, Lead Front-end Developer**, exploring the practical side of IT and sharpening their technical expertise. Alongside them, two linguistics students from the same university collaborated with our **Learning & Development Specialist** and **HR Business Partner**, gaining insights into communication, training, and people-focused processes.

The program also extended internationally, as one student from **Uckfield College in the United Kingdom** joined our HR team. Guided by a **Learning & Development Specialist, Sales Capability Lead,** and **Process Excellence Manager**, they experienced first-hand how global HR practices connect with organizational growth.

Through this university practice initiative, Viseven continues to bridge academia and industry, helping students apply their knowledge, build essential skills, and prepare for future careers.



Kharkiv IT Cluster: Building the Next Generation of IT Professionals



Our Collaboration

As part of our collaboration with the **Kharkiv IT Cluster**, Viseven continues to invest in nurturing young talent and strengthening the tech community.

This year, one intern specializing in **Project Management** joined our Enterprise team under the mentorship of **Tetiana Netrybiichuk, Project Manager (Enterprise)**. The internship provided valuable real-world experience and a chance to learn from industry professionals.

In addition, Viseven proudly took part as a member of **BootCamp 2025**, an initiative of Kharkiv IT Cluster aimed at uniting companies, students, and future specialists. Guided again by Tetiana Netrybiichuk, our team contributed to building a supportive environment where aspiring professionals can develop their skills and prepare for impactful careers in IT.



Dual Education with Zhytomyr Polytechnic Institute

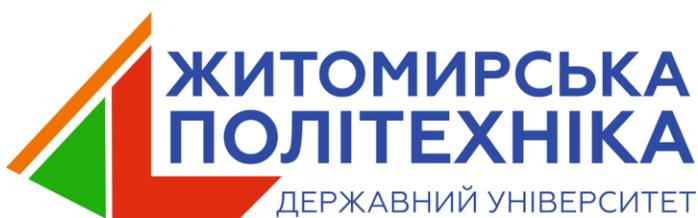


Dual Education

At Viseven, we believe that education and career development should go hand in hand. That's why we launched a **Dual Education program in partnership with Zhytomyr Polytechnic Institute**, designed to support our employees who are also university students.

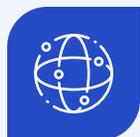
The program allows participants to combine academic studies with real work experience in a structured way. While continuing their education, they gain practical skills directly aligned with their chosen field and grow professionally within the company.

This year, **two employees successfully completed the Dual Education program**, demonstrating how effectively they were able to balance their roles at Viseven with university commitments. Their achievement highlights the value of collaboration between business and education in shaping future-ready professionals.





Culture Compass



Culture Compass Initiative

As part of Viseven's commitment to fostering an inclusive and culturally aware workplace, we launched the **Culture Compass** initiative — a **bi-weekly internal email series** that explores diverse cultural practices, traditions, and values from around the world.

Each edition offers insights into topics such as international holidays, communication styles, work-life balance, and cultural etiquette, helping employees better understand global perspectives and navigate cross-cultural collaboration.

**NEW YEAR, NEW CULTURES:
HOW THE WORLD WELCOMES
FRESH BEGINNINGS**

[Read more](#)

**BALANCING
PARENTHOOD & WORK —
A GLOBAL PERSPECTIVE**

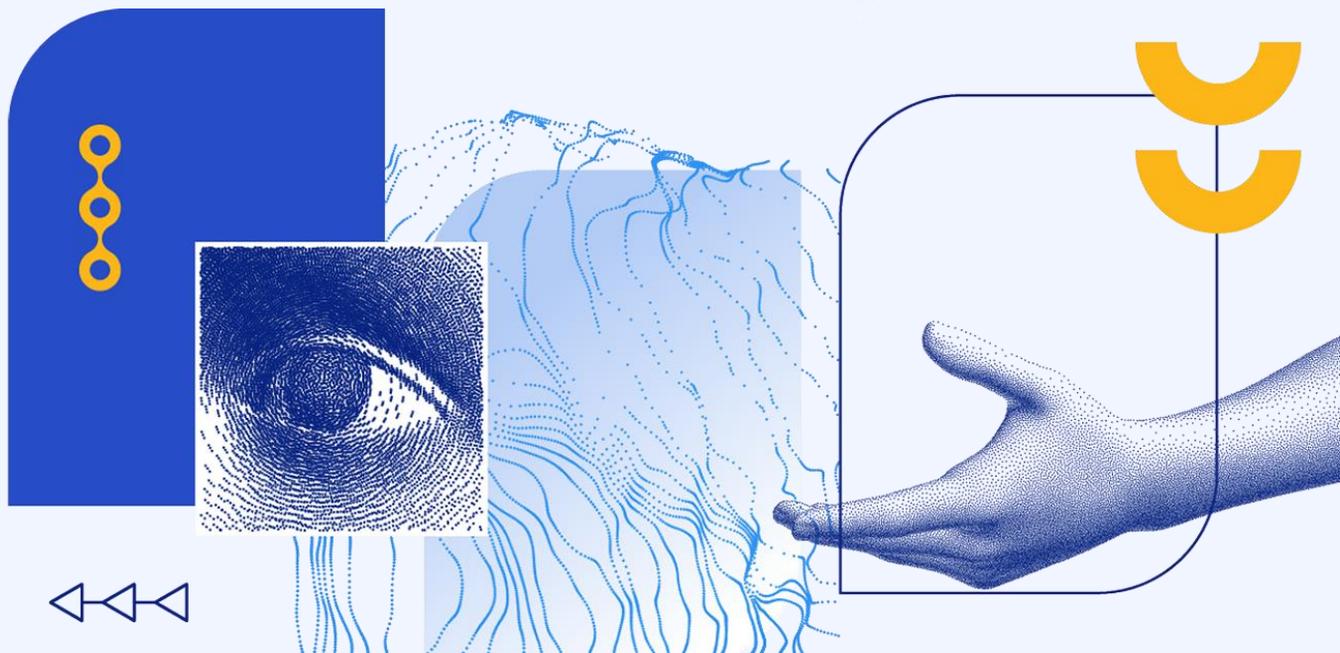
[Read more](#)

**SMALL TALK, BIG MEANING:
HOW CULTURES AROUND
THE WORLD CHAT THEIR
WAY TO CONNECTION**

[Read more](#)

**PRIDE ACROSS
BORDERS**

[Read more](#)





Private Consultations with a Psychologist



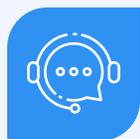
Corporate Psychologist at Viseven

As part of our ongoing commitment to employee well-being, Viseven offers private consultations with our corporate psychologist to all team members. These confidential sessions provide a safe space for employees to discuss personal and professional challenges, manage stress, and develop emotional resilience.

By prioritizing mental well-being, Viseven continues to invest in a healthier, more balanced work environment — where individuals feel supported not only in their roles, but as whole people.



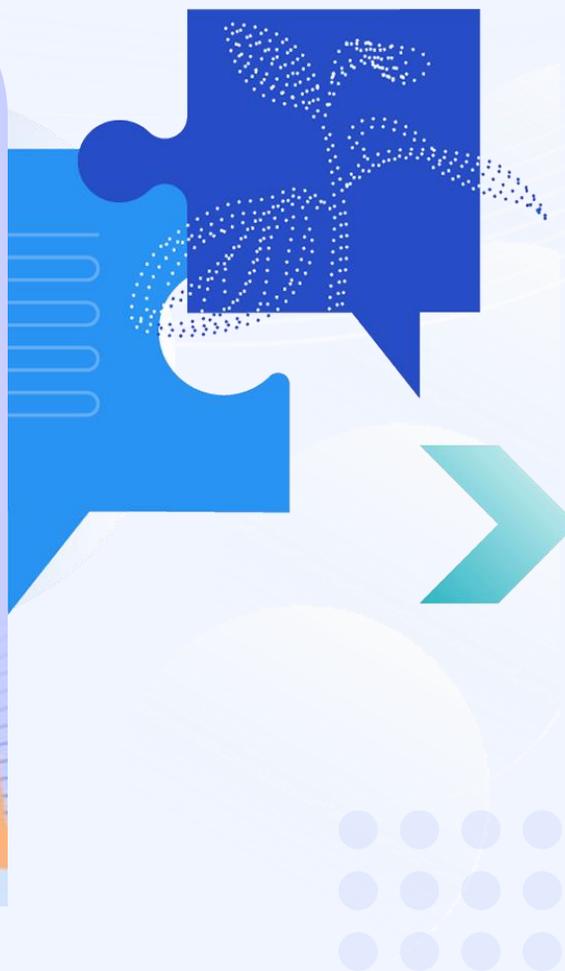
Psychological Support Group for employees



Support Group for Employees

In February, **Viseven Ukraine launched “Online”** — a closed support group for employees with family members serving in the Armed Forces of Ukraine. The initiative provides a safe space for sharing experiences, emotional support, and stress management tools. Moderated by corporate psychologist Nataliia Diiuk, the group offers guided sessions with practical resources and self-help strategies.

Key principles include confidentiality, mutual respect, and psychological safety, with meetings limited to **10 participants** for meaningful peer connection. This initiative reflects Viseven’s ongoing commitment to mental health and community resilience during times of national hardship.



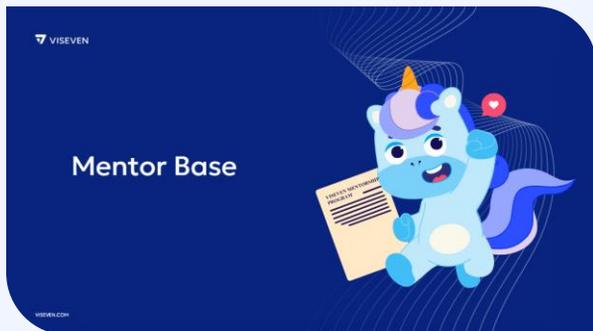
Mentorship Program



Mentorship Program

In 2025 Viseven launched **Mentorship Program** — a company-wide learning initiative designed to support professional growth, encourage knowledge sharing, and strengthen collaboration across teams. The program connects mentees with experienced Middle, Senior, and Expert-level specialists, enabling both short-term consultations and long-term development partnerships.

Through structured mentorship sessions, employees can work on specific challenges, build new skills, and receive guidance aligned with their career goals. Participation is fully integrated into working hours, reinforcing Viseven’s commitment to continuous learning, peer-to-peer support, and a strong culture of growth.





Volodymyr Frydel

Talent Development Manager

Available for:

- Short-term Mentorship
- Long-term Mentorship

Expertise

- How to provide effective Feedback & Run 1:1s
- How to deal with Underperformance & PIP
- Development and Career planning
- Creating Skill Matrices for employees
- Assessment of knowledge through Competency models

Target Audience

- Managers and Team Leads
- Managers and Team Leads
- V7 All
- Managers and Team Leads
- V7 All

WHAT SHOULD PEOPLE KNOW ABOUT YOU BEYOND YOUR JOB TITLE?

I've been keeping a personal budget for over 12 years, so I've collected some interesting statistics for myself! I coordinate a closed non-professional community in Viseven - Finance Hub. I like to cook various delicious things, test recipes, and am interested in the development of AI assistants.

How to Start Your Mentorship Journey

- 1 Read the Program Description**
 - Go to our **Confidence Edge** to find full program details.
- 2 Define Your Request**
 - As a mentee, clearly identify the issue you want to address.
 - Decide what type of mentorship you need — short-term or long-term.
- 3 Choose Your Mentor**
 - Browse the Mentor Base to find available mentors and read their profiles.
- 4 Complete the Form**
 - Complete a **short request form**.
- 5 Set the 1st Session**
 - The L&D team will connect you with a mentor based on your topic and their availability.
 - Once matched, reach out to your mentor to schedule the first session.



Mohit Kumar

Portfolio Customer Success Manager

Available for:

- Long-term Mentorship
- Short-term Mentorship

Expertise

- Client Empathy & Understanding Needs
- Proactive Problem Resolution and Navigating Difficult Situations
- Influencing Without Authority
- Burnout Recognition & Prevention; Practicing Self-Care in a Demanding Role
- Mentoring and Coaching Skills: How to guide, support, and develop team members

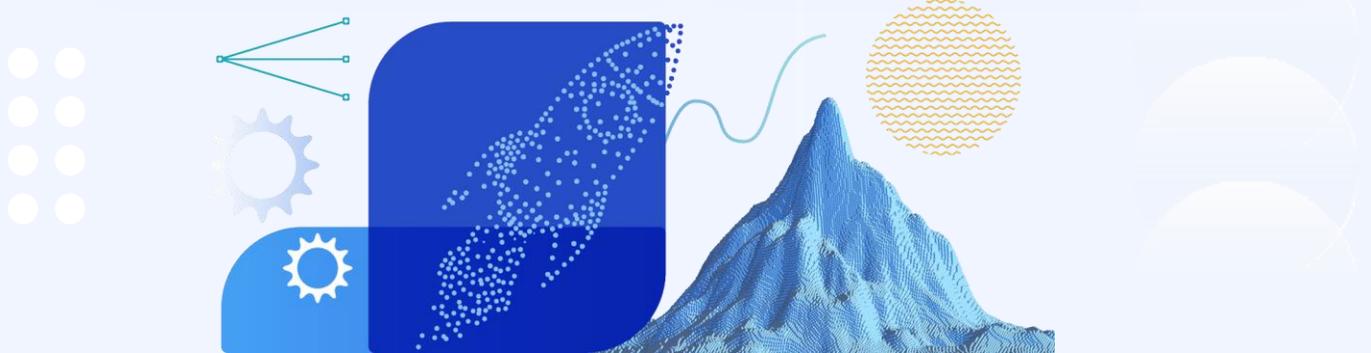
Target Audience

- V7 All

WHAT SHOULD PEOPLE KNOW ABOUT YOU BEYOND YOUR JOB TITLE?

What truly drives me is my passion for building community and fostering genuine connections with people. I find immense satisfaction in engaging with others, hearing their stories, and offering support as they navigate the complexities of daily life.

My approach is rooted in empathy and active listening. I believe that by truly understanding someone's perspective and challenges, we can work together to find meaningful solutions. It's not about providing quick fixes, but about creating a safe space where individuals feel heard, valued, and empowered to overcome obstacles. This commitment to connection and mutual support is at the heart of everything I do, including the #empathy talk. I've built on Instagram. My goal is to cultivate a space "where empathy paves the way to a brighter tomorrow." I share content focused on #empathy, #gratitude, and #motivation, aiming to inspire positive dialogue and equip people with tools to face their daily challenges.





Insight Hubs



Insights Hubs

To support continuous learning and cross-functional collaboration, Viseven launched the **Insight Hubs** — a series of internal knowledge-sharing sessions designed to keep employees informed, inspired, and connected.

These regular events bring together team members from across departments to discuss emerging trends, project experiences, industry insights, and innovative practices. Topics range from technical deep dives and digital innovation to sustainability, well-being, and leadership.



VISEVEN

Mental Hygiene: Tools For Stress Release After Work



Olena Smolenko,
PhD Candidate in Organizational Psychology

10.10.2025 | 5 PM (GMT+3) | English

VISEVEN

Insights Hub

Business Strategy and IT Integration

A Competitive Advantage for European Pharmaceutical Companies



Alina Litus,
Business Analyst

14.08.2025 | 17:00 (Kyiv time) | English

VISEVEN

Insights Hub

Thriving in the AI-Augmented Development Era



Artem Kobrin,
Head of Cloud Practice at Neurons Lab / SET University Lector

08.04.2025 | 17:00 (GMT+2) | English

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Insights Hub

Customer-Centric Focus by the Viseven USA Team



Speakers:
Oksana Matvienko, Regional Director
Lyn Zaini, Senior Account Manager
Leonardo Sanchez, AE Lead
James Joeriman, Account Director

26.09.2025 | 5 pm (GMT+3) | English

Career Code



Your Career Code

Viseven created **Career Code** — a free career support program for Ukrainian junior IT specialists. Within the initiative, participants took part in **15 consultations** with Viseven recruiters, received personalized feedback on their CVs and LinkedIn profiles, and gained real tips on how to stand out — no fluff, only clear and actionable advice.

The program also revealed the directions our participants are most passionate about. A majority, **63%**, are planning to grow in Software Engineering, while **21%** are focused on QA Engineering. We believe that everyone deserves a fair chance to grow — especially those taking their very first step into the tech world.

With Your Career Code, we are giving back to the community and supporting the next generation of IT professionals with transparency, empathy, and meaningful action.



15 consultations with Viseven recruiters

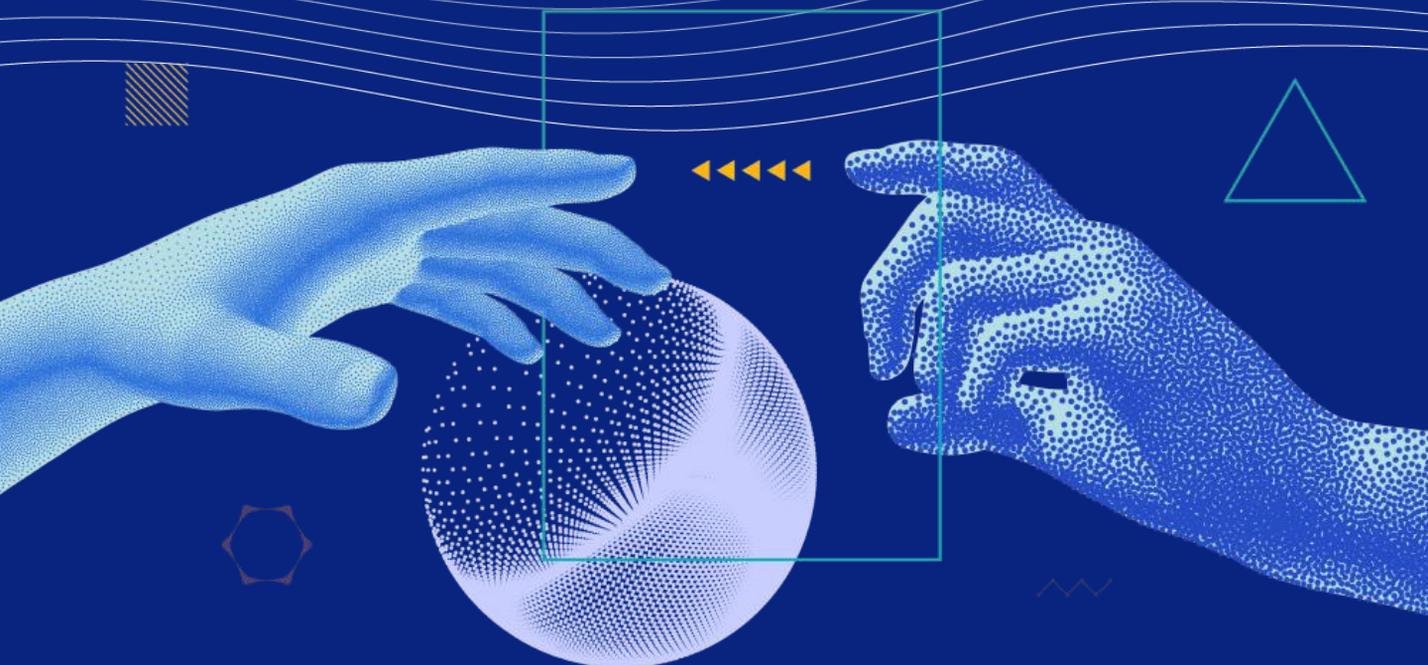


Personalized feedback on **CVs** and **LinkedIn**



Real tips on how to stand out — **no fluff**

Philanthropic Impact





Help provided to Armed Forces of Ukraine in 2025

Viseven Charity Fund

2

EcoFlow

1

Mavic T3

1

Antidrone system

24

Tech equipment

100

T-shirts

1

Mobile Car Repair Shop

179 500

Fundraised and donated

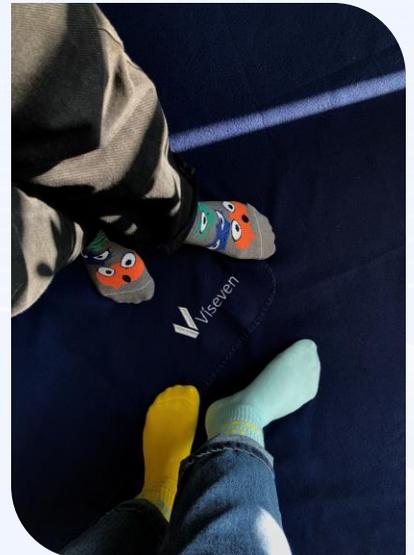


Lots of socks initiative with Sunny Children Fund



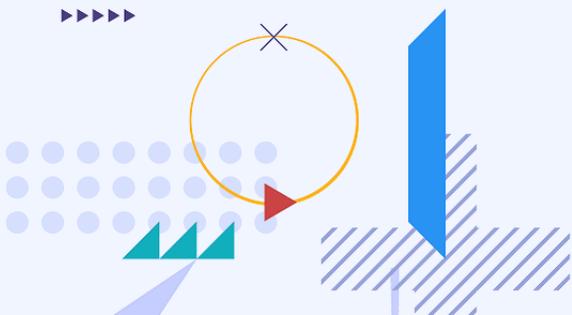
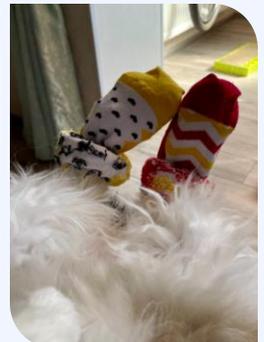
Initiative with Viseven

Traditionally Viseven Team joined a local initiative #lotsofsocks and bought special socks to support the activity of the Sunny Children Fund. During the event we gathered **4000 UAH** for Sunny Children Fund.





Lots of socks initiative with Sunny Children Fund



Global Flashmob to Support Down Syndrome Day Awareness



Global Internal Flashmob at Viseven

To show solidarity and raise awareness for **World Down Syndrome Day**, Viseven organized a **global internal flashmob**, inviting employees to take part in the “Lots of Socks” campaign — a symbol of diversity and inclusion.

Colleagues from multiple countries joined the initiative by wearing **mismatched or colorful** socks and sharing photos to celebrate the uniqueness of every individual. The flashmob spread across our internal channels, creating a wave of support and visibility for the Down syndrome community.



FUND SUPPORT

Global Flashmob to Support Down Syndrome Day Awareness





Charity Initiative "Breast Cancer Awareness Run"



"Breast Cancer Awareness Run" initiative

Second year in a row Viseven team took part in the charity initiative "**Breast Cancer Awareness Run**", dedicated to the prevention of breast cancer and support for women fighting this disease.

After all, October is the month of breast cancer awareness, the symbol of which is the pink ribbon, which appeared back in **1991** during the first such charity run.

The purpose of this campaign was to raise funds for the purchase of equipment for the mammological center of Zhytomyr. And for participants, we prepared special 'Care Packages' in a symbolic pink color with the small, thoughtful items designed to help them take care of themselves.



Mail of Care



Social Impact and Community Engagement

As part of Viseven's ongoing commitment to social impact and community engagement, the company launched **Poshta Tyrboty (Mail of Care)** — a donation initiative in support of the **Kengurush Social Hub** in Kyiv.

From May 19 to 23, employees across Ukraine were encouraged to contribute gently used items, including clothing, kitchenware, books, and hygiene products. The campaign aimed to provide essential goods to individuals and families in need, reinforcing the values of solidarity and mindful giving.

Key outcomes of the initiative:

- **32 donation packages** collected
- Contributions from **7 cities** across Ukraine
- **Over 100 kilograms** of items delivered to the hub



Children of Heroes



Christmas Wishes Come True

Our team was proud to collaborate with the Children of Heroes Organization third year in a row for the Miracle Makers event.

We had the honor of making Christmas wishes come true for **50 Ukrainian defenders' children** who lost one or both parents during the war. It was a wonderful experience for our team and we were happy to bring some joy to these deserving children.



INITIATIVE

Blood Donors Day



Donor Week

We conducted **Donor Week** on **June 14th–21st**, uniting our team around a powerful cause. Throughout the week, our teammates visited donor centers in their cities to give blood — a small act that can make a life-saving difference.



 VISEVEN

Join
**International
Blood Donor
Week**

 14 – 21 June



Viseven Supports Defense Innovation with Reactive Post



Power of Volunteer Initiatives

On **May 14**, Viseven participated in an **Insights Hub** session with **Reactive Post**, a Ukrainian foundation supporting artillery units for over 11 years. The event featured founders **Pavlo Narozhnyi** and **Dmytro Chukanov**, who shared insights on military logistics, technological innovation in defense, and the power of volunteer initiatives.

The session concluded with a **charity auction**, raising **34,500 UAH** in support of the **Radar Battalion** project, which develops advanced decoy systems to protect Ukrainian forces. Earlier this year, Viseven contributed to providing supplies for the **43rd Artillery Brigade**.

In December, Viseven continued its support by raising an additional **12,300 UAH**, further contributing to initiatives aimed at strengthening Ukraine's defense capabilities.

VISEVEN

Insights Hub

Від коду до гармат:
як айтівці-волонтери 'живлять'
українську артилерію

14.05.2025 | 17-00 (GMT+2)

Павло Нарожний та Дмитро Чуканов, засновники
БФ "Реактивна Пошта"

+ благодійний аукціон з цікавими лотами

Павло Нарожний

Дмитро Чуканов

РЕАКТИВНА ПОШТА



INITIATIVE

Pets Day



Kindness Has Many Forms

In July, Viseven celebrated Pets Day with a blend of on-site and local initiatives to support animals in need. Teammates from our offices in Poznań, Tallinn, and Zhytomyr spent the day at local shelters — cleaning facilities, comforting pets, and donating over **200 kilograms** of food, supplies, and medical equipment.

For colleagues who couldn't join the offline activities, the spirit of compassion continued across other cities, where they supported shelters and stray animals in their local communities. Together, we showed that kindness has many forms — and every action helps create a safer, healthier environment for our four-legged friends.





Environmental Impact



Certification



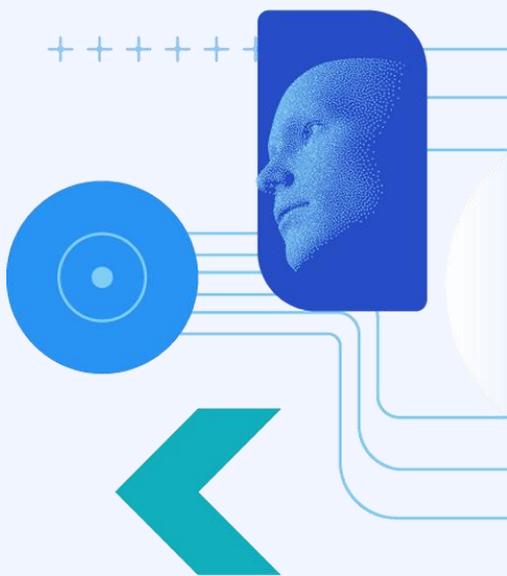
Our Environmental Policy

In **2025 Viseven** completed the first surveillance audit for ISO 14001 “Environment management systems”.

This is an additional evidence of Viseven’s compliance with the worldwide recognized management framework and acknowledgement of Viseven’s adherence to sustainable economy principles in our daily operations. Viseven’s environmental aspirations and commitments are reflected in our Environmental Policy.

Our environmental efforts are concentrated on the following areas:

- Resource and Energy efficiency
- Waste management
- Sustainable Procurement
- Emissions reduction
- Environmental Awareness





Sustainable Procurement and Energy Efficiency



Our Energy Efficiency

- Our offices in Ukraine, Estonia and Poland keep on their activities aiming at reducing electricity consumption and LED efficiency
- Viseven Estonian office is LEED® green building certified
- Viseven uses AWS' data centres which are 100% powered by renewable energy



Sustainable Procurement and Energy Efficiency



Our Energy Efficiency

- Viseven's offices in Estonia, Ukraine and Poland are part of corporate Green office initiative and successfully implemented separate waste collection, recycling and utilization
- All e-waste is handled and properly utilized by ISO14001 certified and licensed waste service provider
- Viseven adherence to circular economy and Reuse principles are backed with numbers — via 2025 we donated to charity and sell or reuse 83 items of computer equipment and computer infrastructure
- Viseven sustains and expand its electronic document flow, including e-signing and e-billing to reduce paper waste and logistics emissions related to paper document flow. Via e-signing we reduced — 5 940 pages of paper

Viseven's environmental savings

Time Period

Last Year

2025

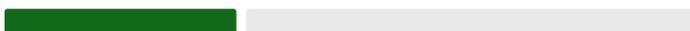
1,552 lb of carbon emissions reduced



1,947 gal of water conserved



661 lb of wood saved



107 lb of waste eliminated



How is this calculated?

This compares to:

- Removing **0 cars** from the road
- Skipping **1 loads** of laundry
- Conserving **1 trees**
- Saving **5,940 pages** of paper

[Learn how to save more](#)



Sustainable Procurement and Energy Efficiency

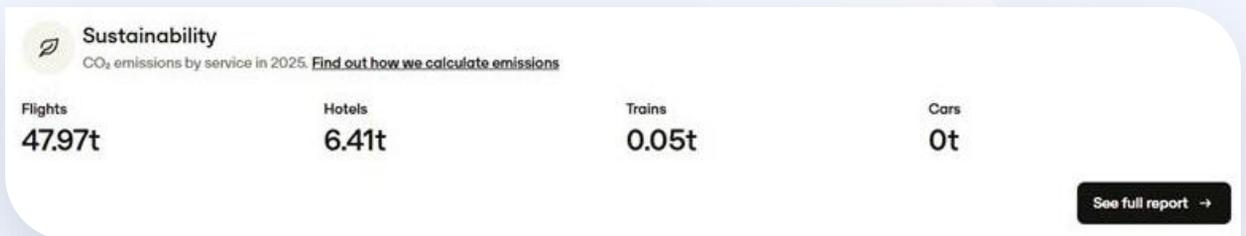


Our Energy Efficiency

Viseven is part of a CO₂ emissions compensation program, taking responsibility for the environmental impact of its business travel.

Based on the sustainability data for 2025, the company has compensated emissions generated primarily by flights (47.97 t CO₂) and hotel stays (6.41 t CO₂), with a minimal share from train travel (0.05 t CO₂) and no emissions from car usage.

This reflects Viseven's ongoing commitment to monitoring, reducing, and offsetting its carbon footprint while supporting more sustainable business practices.



Environmental Awareness



Viseven's Environmental Awareness Initiative

In **2024** Viseven came up with Environmental Awareness initiative and launched a series of monthly emails featuring tips, recommendations, quizzes, updates, and announcements to keep Viseven Staff informed on sustainability related issues, namely:

- Let's Become Greener
- Creating an Eco-Friendly Workplace
- Energy Efficiency and Conservation
- Sustainable Procurement Practices
- Rethink Plastic
- Tech, Trash, and the Future: Recycling Tips
- Trash to Treasure: The Art of Upcycling

In 2025 we got them together in a single brochure and shared it with entire Viseven Staff on our intranet portal Confluence.

Building on this foundation, Viseven continued the Environmental Awareness initiative **in 2025** with new activities dedicated to specific sustainability themes, including **plastic-free days, a cleaning and decluttering month, and other eco-focused awareness actions.**





Plastic Free Day



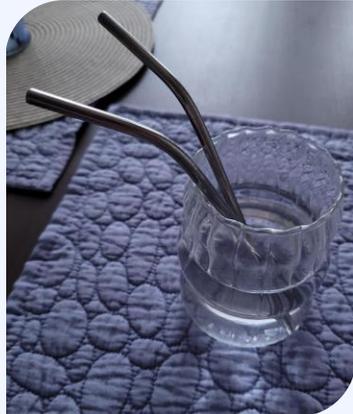
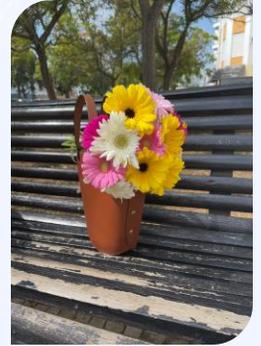
Small Changes With a Big Impact

Viseven continued its commitment to environmental responsibility through the **Plastic Free Day** initiative, aimed at raising awareness and encouraging sustainable habits across the organization. The campaign featured a series of interactive activities focused on reducing single-use plastic and promoting mindful consumption.

As part of the initiative, employees were invited to test their knowledge in the **Plastic Free Power Quiz** and participate in an **Eco Flashmob**, showcasing their personal plastic-free setups and innovative ideas. A total of **36 colleagues** completed the quiz, while **29 participants** took part in the flashmob, demonstrating the team's dedication to small changes with a big impact.



Plastic Free Day





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