

# Innowise®

## Innowise Corporate Social Responsibility Report

2024-2025



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# Innowise CEO statement



***Corporate responsibility, for us, is not a mere checkbox but a cornerstone of our strategy, aiming to truly connect and enhance the lives of people.***

At Innowise, our philosophy — “We Develop the World” — reflects a mission that goes far beyond IT and software development. It’s a commitment to creating lasting, positive impact across society. Throughout 2024–2025, we have remained true to this vision, aligning our professional achievements with social priorities that define responsible and sustainable growth.

Our Corporate Social Responsibility report reaffirms this dedication. With operations certified under ISO 9001 and ISO/IEC 27001, we ensure excellence in quality management and information security across all our projects. Yet, these standards are only one part of our story. This report showcases how we integrate social engagement into our everyday actions — from plogging and blood donation drives to educational webinars for clients and internal meetups that foster professional growth and collaboration. Each initiative shares a common goal: to uplift communities and strengthen human connections.

I am deeply proud of our team’s resilience and passion, especially in a year marked by challenging market dynamics. Their commitment drives our contributions — social, environmental, and educational alike. For us, corporate responsibility is not a formality. It’s a foundation of our strategy and culture. It’s how we connect with people, build trust, and make tangible improvements in the world around us.

To every member of the Innowise family — thank you. Your enthusiasm, professionalism, and results keep us moving forward, true to our mission and values. Your collective effort ensures that Innowise continues to be a force for good — advancing social initiatives, promoting environmental sustainability, supporting education, and driving charitable projects.

Together, we truly Develop the World.

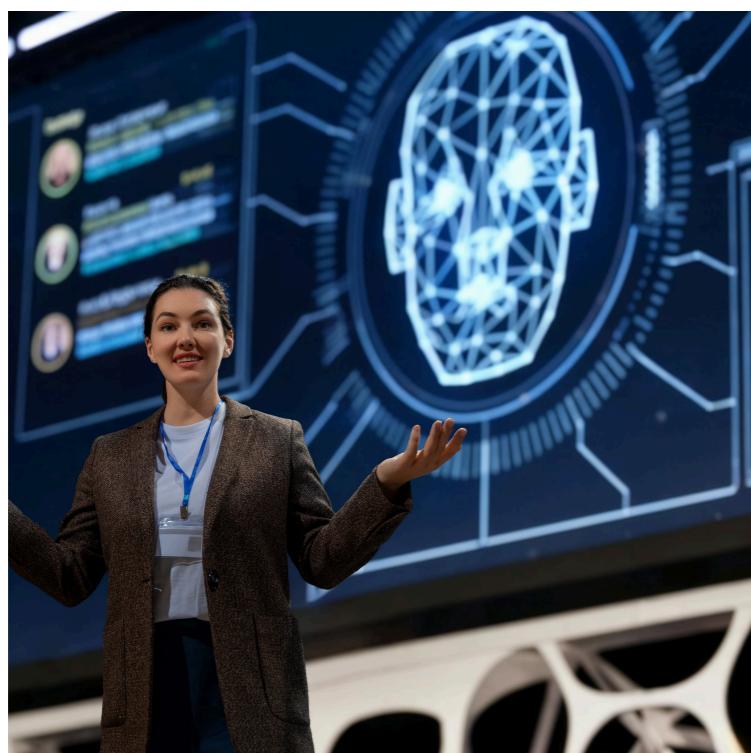
**Pavel Orlov,**  
Chief Executive Officer

# Innowise in numbers

**Innowise** is a global software development company founded in 2007. We are a team of more than 3,000 highly professional IT experts with comprehensive software engineering expertise.

**18**

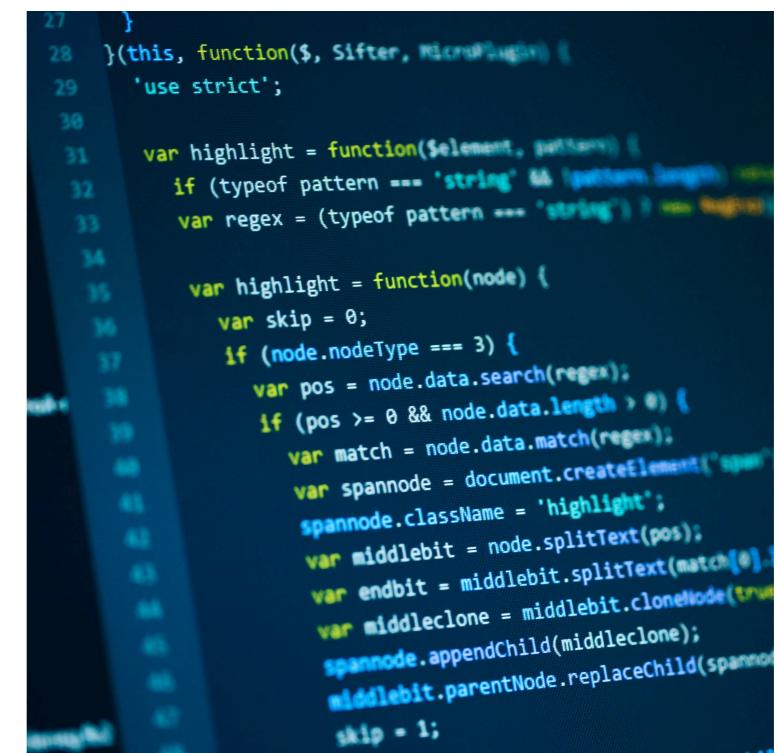
years in software development

**3000+**

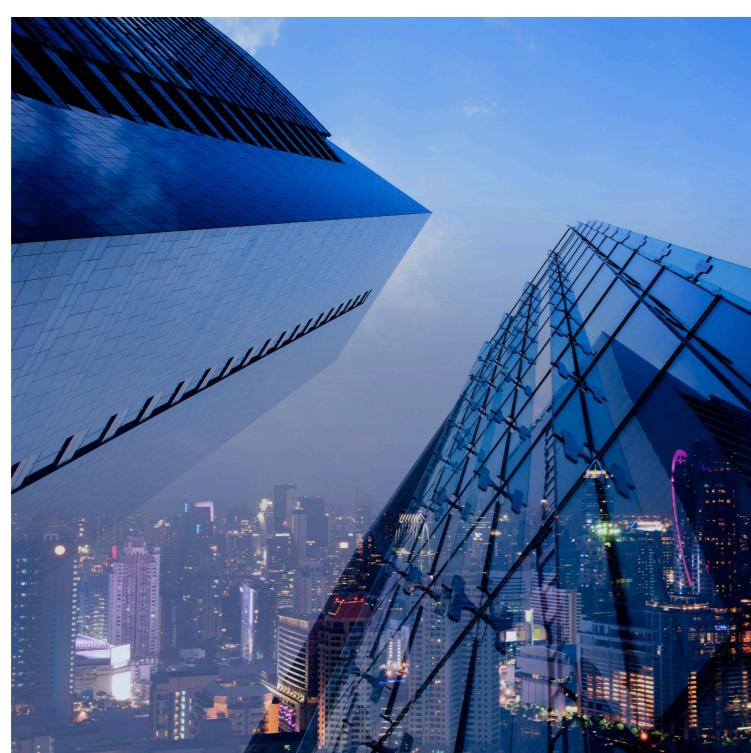
IT professionals

**1300+**

successful projects

**15**

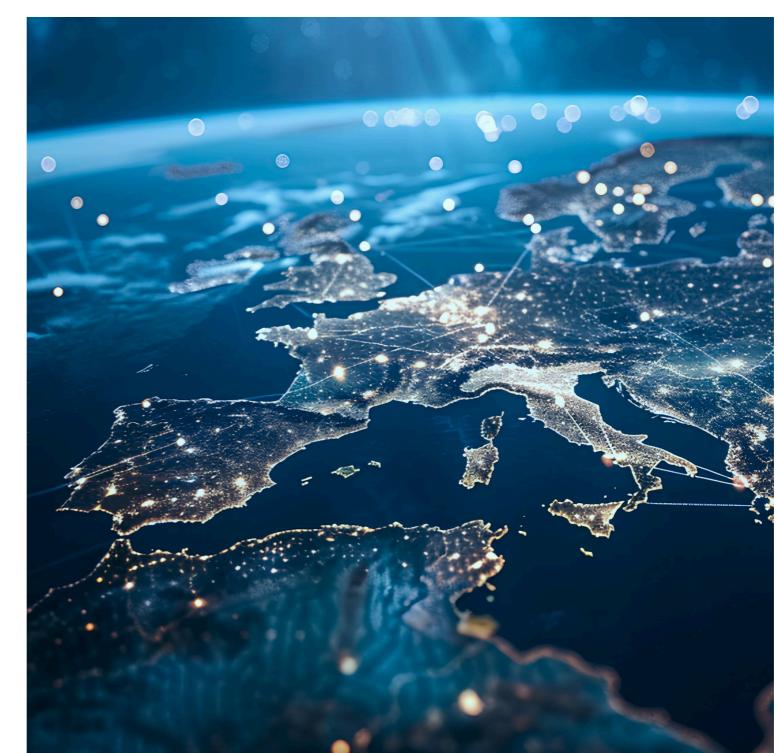
offices all over the world

**300+**

customers served

**60+**

countries



# UN Sustainable Development Goals (SDGs)

At Innowise, our approach to Corporate Social Responsibility (CSR) is rooted in our Code of Conduct and aligned with the UN Global Compact's Ten Principles in the areas of Human Rights, Labour, Environment, and Anti-Corruption. These principles guide our contribution to the UN Sustainable Development Goals (SDGs), the global framework for achieving a better and more sustainable future.

While Innowise supports all 17 SDGs through our responsible operations and partnerships, we have identified specific goals where our business model, policies, and innovations have the greatest impact:

| Priority SDG                                   | Our focus areas and initiatives   | Progress & interconnections   |
|--|---|---|
| <b>SDG 3 – Good Health and Well-being</b>      | Development of MedTech and telehealth solutions (e.g., VOKA 3D Anatomy & Pathology, cancer care and neonatal monitoring apps); employee wellness and healthcare programs. | Integrates CoC commitments to human rights, well-being, and safe work environments. Linked with SDG 8 (Decent Work) and SDG 9 (Innovation). |
| <b>SDG 4 – Quality Education</b>               | Digital education projects, student internships, coding bootcamps, and e-learning platforms promoting lifelong learning.  | Supports SDG 8 (Decent Work) through skills development and fair employment.  |
| <b>SDG 8 – Decent Work and Economic Growth</b> | Fair labor practices, equal opportunity employment, merit-based promotion, and employee development aligned with ISO 9001 standards.                                      | Connected to SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities) through inclusion initiatives.                                       |

| Priority SDG                                     | Our focus areas and initiatives   | Progress & interconnections  |
|--|---|--|
| SDG 13 – Climate Action                          | Precautionary environmental management; hybrid work models to reduce emissions; responsible e-waste management and energy efficiency. | Linked with SDG 12 (Responsible Consumption and Production) through lifecycle-based procurement. |
| SDG 16 – Peace, Justice, and Strong Institutions | Zero-tolerance anti-corruption policy, transparent governance, GDPR compliance, and stakeholder accountability.                       | Reinforces CoC principles of integrity, transparency, and ethical conduct.                       |
| SDG 17 – Partnerships for the Goals              | Collaboration with NGOs, universities, and clients to develop green, educational, and social-impact technologies.                     | Reflects CoC values of collaboration and collective problem-solving.                             |

Our focus on these goals ensures that every innovation we deliver creates measurable social and environmental value. By aligning our daily operations with global sustainability standards, we turn commitment into impact.

# Environmental, social, and governance

Corporate Social Responsibility at Innowise aligns with environmental, social, and governance (ESG) principles — framework that guides companies in being responsible and sustainable.

Innowise offers comprehensive support for ESG initiatives, including data collection, software development, and compliance assessments. Our expertise extends to creating sustainable solutions such as carbon tracking tools, predictive analytics software, and IoT-driven resource management systems, all developed in adherence to top sustainability standards.

- Corporate Sustainability Reporting Directive (CSRD)
- ESRS Standards
- EU Taxonomy
- Global Reporting Initiative (GRI)
- VSME (Voluntary SME) Standard
- SASB (Sustainability Accounting Standards Board)
- TCFD (Task Force on Climate-related Financial Disclosures)
- CDP (Carbon Disclosure Project)
- Sustainable Development Goals
- ISO 14001 & 26000
- UN Global Compact
- GHG Protocol: Scope 1 (direct), Scope 2 (indirect energy) and Scope 3 (value chain)

# People and human rights

At Innowise, we believe in the primacy and supremacy of human rights, ethics, and international norms in all our operations. We believe that every individual deserves dignity, respect, and equal opportunity. We firmly condemn all forms of discrimination or oppression, whether based on race, gender, age, religion, disability or any other personal attribute.

Our commitment to human rights is reflected in the Innowise Code of Conduct, aligned with the UN Global Compact's Ten Principles and the UN Universal Declaration of Human Rights. We treat all individuals (employees, clients, and partners) with fairness and respect, ensuring ethical and safe working conditions.

## **Equal opportunities and non-discrimination**

Employees of Innowise are hired and evaluated only according to objective qualification requirements, hard & soft skills, and working performance.

## **Employee health and safety**

Our company is committed to a safe, healthy, and inclusive workplace that supports work-life balance and the physical and mental well-being of all team members.

## **Freedom of association and dialogue**

Employees are free to express opinions, raise concerns, and participate in dialogue about working conditions without fear of retaliation. We foster open communication and collective problem-solving across the organization.

## **Prohibition of forced and child labour**

All work at Innowise is voluntary. We strictly prohibit forced, involuntary, or child labour and require the same from all our suppliers and partners.

## **Fair labour practices and legal compliance**

Innowise fully complies with all applicable laws and collective agreements, providing fair remuneration and equitable working conditions. We ensure wages and working hours meet both legal and ethical standards.

## **Only respectable partners**

We interact only with bona fide parties who do not violate human rights, respect their employees, as well as national and international legal and ethical standards.



# Governance

Innowise's governance framework is guided by transparency and ethical integrity across all levels of decision-making. Our approach is built on the following principles:

## **Corporate ethics**

Innowise's operation in the market reflects corporate ethical behavior, respect for the principles of fair competition and cooperation.

## **Individual approach**

We do not opt for the "one-size-fits-all" principle and provide an individual approach to each partner and client, maintaining high-quality services.

## **Integrity and anti-corruption**

We strongly condemn all possible forms of corruption and bribery. Our company does not allow any cooperation with unscrupulous parties despite the potential financial benefits. Oversight of ethical compliance is ensured through our Code of Conduct that helps identify and mitigate potential risks.

## **GDPR and data privacy**

Innowise is fully committed to protecting the personal data of clients, employees, and partners in accordance with the EU General Data Protection Regulation (GDPR). We ensure secure data collection, processing, and storage, and maintain transparent practices to uphold privacy rights. For more details, please refer to our [Privacy Policy](#).

## **Confidentiality**

Innowise strictly complies with all confidentiality requirements for partners and customers and systematically develops an internal information security system.

# Labor practices

At Innowise, we believe that sustainable development of our company is driven and maintained by every team member who is comfortable with their job and feels supported and encouraged by the company. Innowise facilitates employees in achieving their personal fulfillment and create all the necessary conditions for that. Our Code of Conduct formalizes these commitments, ensuring that our labor practices align with international standards, ISO certifications, and the UN Global Compact's Ten Principles.





## Benefits package

Innowise offers a robust benefits package designed to enhance quality of life and work-life balance. This includes medical insurance, family bonuses, events for children, wellness reimbursements, corporate gatherings, and other programs that foster a supportive and inclusive workplace.

## Employee education

We are committed to the continuous development of our employees' skills, both technical and interpersonal. Opportunities include language courses, thematic meetups, international and local conferences, internal workshops, and other learning initiatives that support personal growth and professional excellence.

## Decent work & economic growth

Innowise provides decent remuneration for all employees and contributes to the economic development of local regions by opening new offices, generating new jobs and increasing the number of employees (at least x1.5 per year), and organizing retraining courses for those who would like to enter the IT field.

## Social protection

We take responsibility for the well-being of our employees by providing comprehensive social support. This includes paid health leave, maternity and parental leave, and welfare assistance in challenging life circumstances and internal health and safety workshops for new employees and managers to ensure a safe and secure working environment.

## Respect for rights of employees

Innowise respects and upholds all employee rights as defined by applicable laws. We reject any form of discrimination, harassment or violation of labor rights. Our policies ensure a safe, inclusive, and merit-based environment where every employee can thrive.

# Innowise participates in Warsaw IT Career Days

Innowise actively participates each year in major IT career events such as Warsaw IT Career Days, engaging with aspiring professionals and showcasing our innovative projects. These events include online and offline sessions, round tables, and expert presentations, bringing together over 50 companies and hundreds of attendees.

In 2025, our stand attracted more than 500 visitors, highlighting strong interest in Innowise as an employer. Regular participation in such initiatives helps us connect with emerging talent, promote career opportunities, and strengthen our presence in the European IT community.



# Fair operating practices



1

**Payment ethics**

The company adheres to payment ethics unquestioningly, that is, pays bills on time, provides fair compensation, and is open to dialogue to solve possible problems.

2

**Respect to property rights**

Innowise deeply values and respects private property rights, including intellectual property. Our dedicated employees strictly use only licensed software for operations.

3

**Anti-corruption policy**

We strongly condemn all possible forms of corruption and bribery. Our company does not allow any cooperation with unscrupulous parties despite the potential financial benefits.

# Community development

We strongly believe that the company's sustainable development is driven and maintained by every team member who is comfortable in their role and feels supported and encouraged by the company. Innowise facilitates employees in achieving their personal fulfillment and create all the necessary conditions for that:



## Healthcare

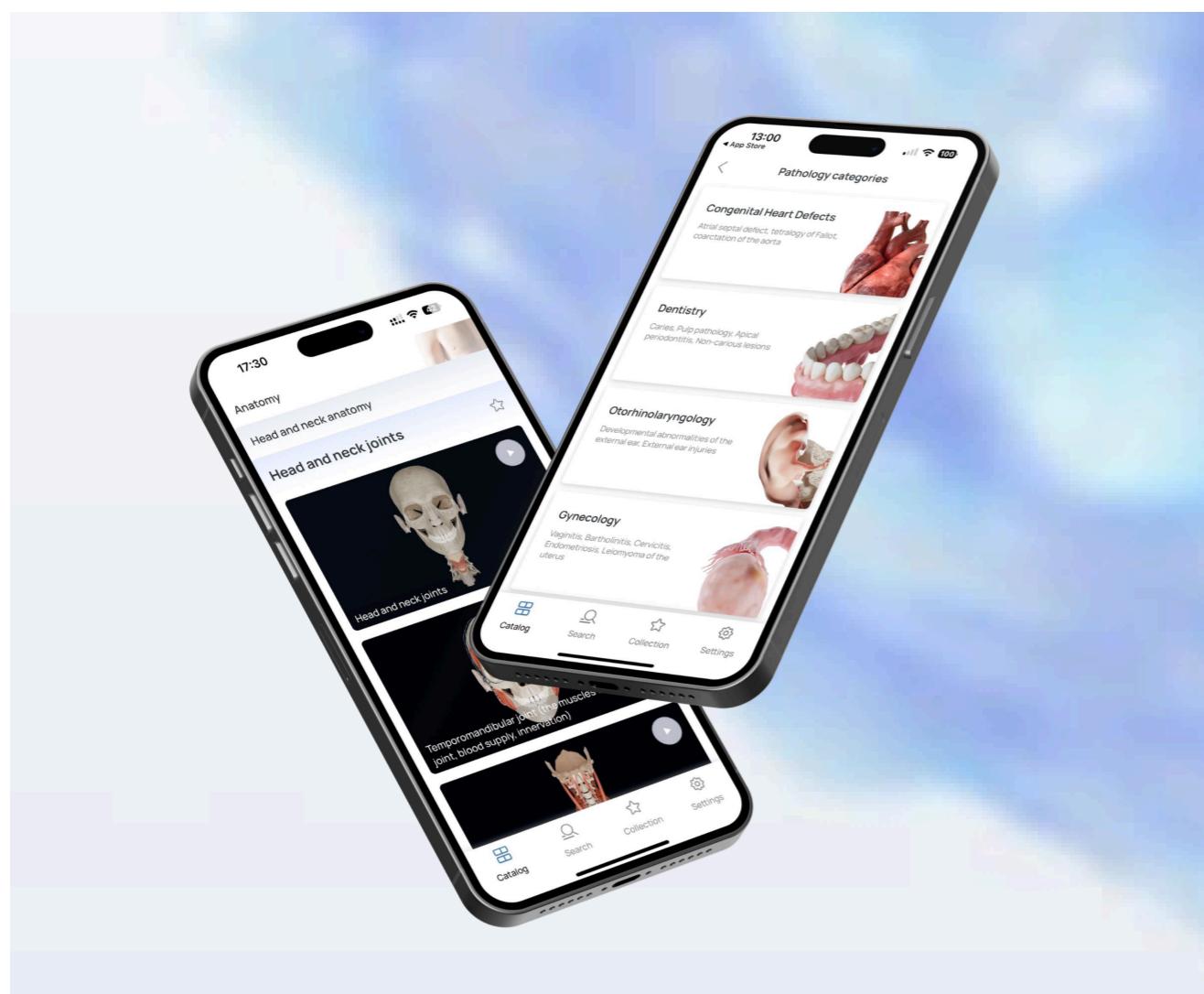
## Charity



# Healthcare

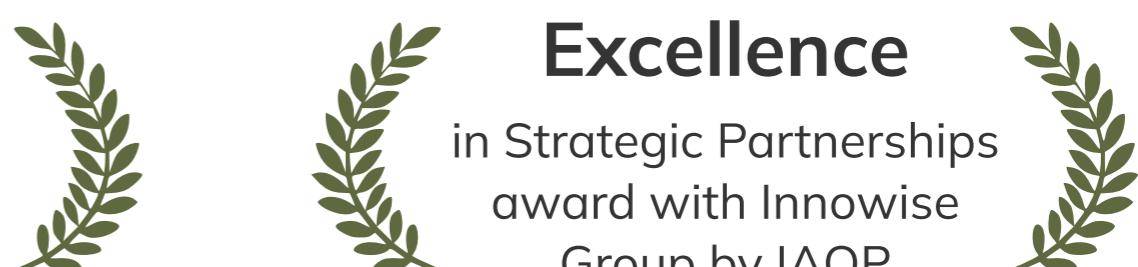
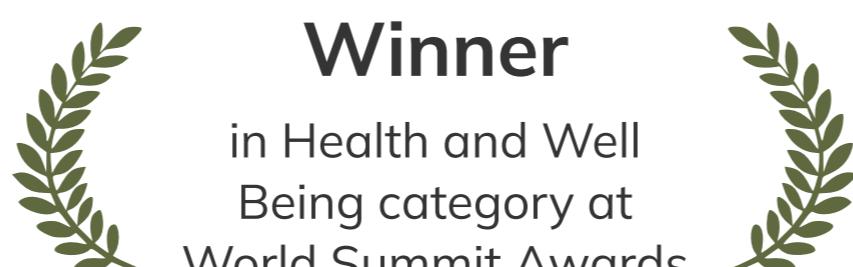
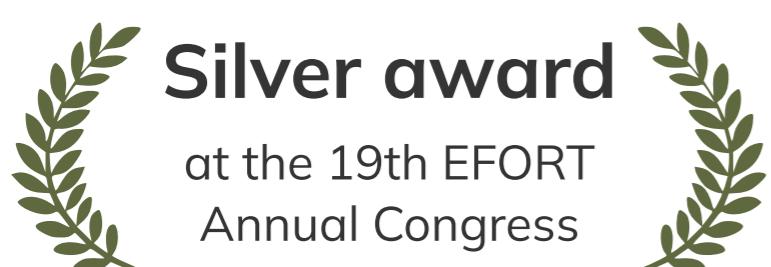
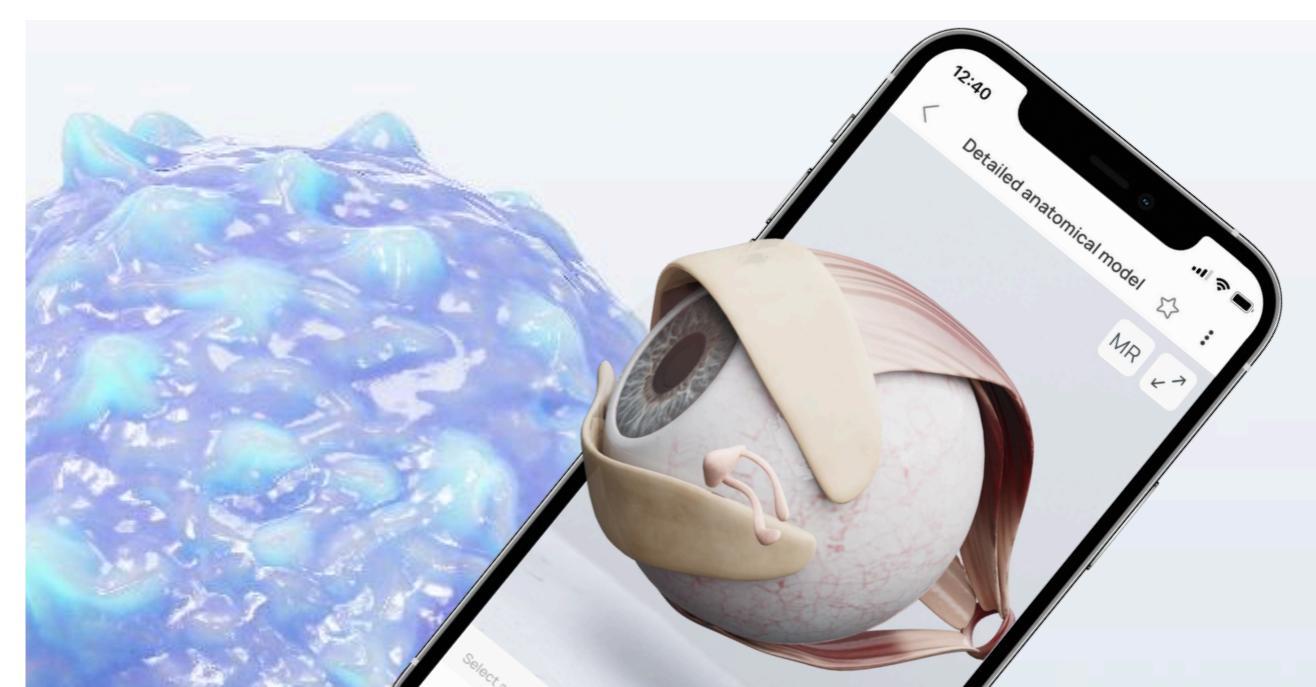
Innowise wants to make a significant contribution to the support of local medical organizations, play a large role in the development of the Healthcare IT industry, and take care of the health of its employees, as it's one of the most important sustainable development goals.

## VOKA 3D Anatomy & Pathology



Partnering with its subsidiary VOKA.IO, Innowise launched VOKA 3D Anatomy & Pathology, an innovative app that provides 3D insights into human pathologies for the medical community. This is the world's first comprehensive 3D atlas that showcases intricate 3D representations of human normal anatomy, microanatomy, and pathology. The app has been wholeheartedly embraced by the medical education community, with a barrage of positive feedback testifying to its relevance and impact.

Addressing the persistent challenges of offline learning, archaic resources, and information paucity, VOKA stands as a beacon, heralding a new era of EdTech solutions. Our collaboration is more than just a product; it's a commitment to elevate medical learning and practice through cutting-edge technology and information dissemination.



# VOKA 3D Anatomy & Pathology Features

In 2025, Innowise and its subsidiary VOKA.IO continued enhancing the VOKA 3D Anatomy & Pathology platform—an advanced educational tool for the global medical community.

The updated version introduces new categories, including Embryology, Endocrinology, Andrology, Urology, Traumatology & Orthopedics, and CNS/PNS Oncology. Over 50 new 3D models have been added to existing areas such as Dentistry, Microanatomy, and Vascular Pathology.

Among the latest features are:

## 01 Dissection

The ability to make virtual incisions anywhere and explore anatomical layers in detail.

## 02 Topography

Visualization of structures within their spatial context for better comprehension.

## 03 Fade mode

Adjust transparency to focus on key elements while maintaining spatial awareness.

## 04 Dark mode

Improved comfort during prolonged viewing.

## 05 Enhanced presentation tools

To highlight and demonstrate specific anatomical areas effectively.

# Healthcare IT contribution

- Smart ECG monitor integration. Innowise integrated a portable ECG monitor with a cross-platform app, enabling real-time data streaming, visualization, and reporting. The solution improves user experience, supports remote cardiac monitoring, and is ready for future scaling and feature expansion.
- AI skin-scanner app. Innowise developed an AI-powered mobile and web platform for skin condition assessment, offering users preliminary diagnostics and clinics secure management tools. The app improves patient access, supports personalized care, and scales with ongoing model training.
- Explore more Healthcare IT projects by Innowise.



## Blood donation drive

At Innowise, our employees regularly take part in blood donation drives. Taking a short break from work, many volunteer to donate, showing that community care is part of our everyday culture. A simple act that, time after time, makes a real difference to people's lives.



# Charity

Innowise is committed to making a meaningful impact on society. Our employees actively support orphanages, animal welfare organizations, hospitals, clinics, and other initiatives. In 2023–2025, we extended assistance to a range of organizations in need, helping improve lives through our collective efforts.



**State schools**

**Animal-care facilities**

**Oncology centers**



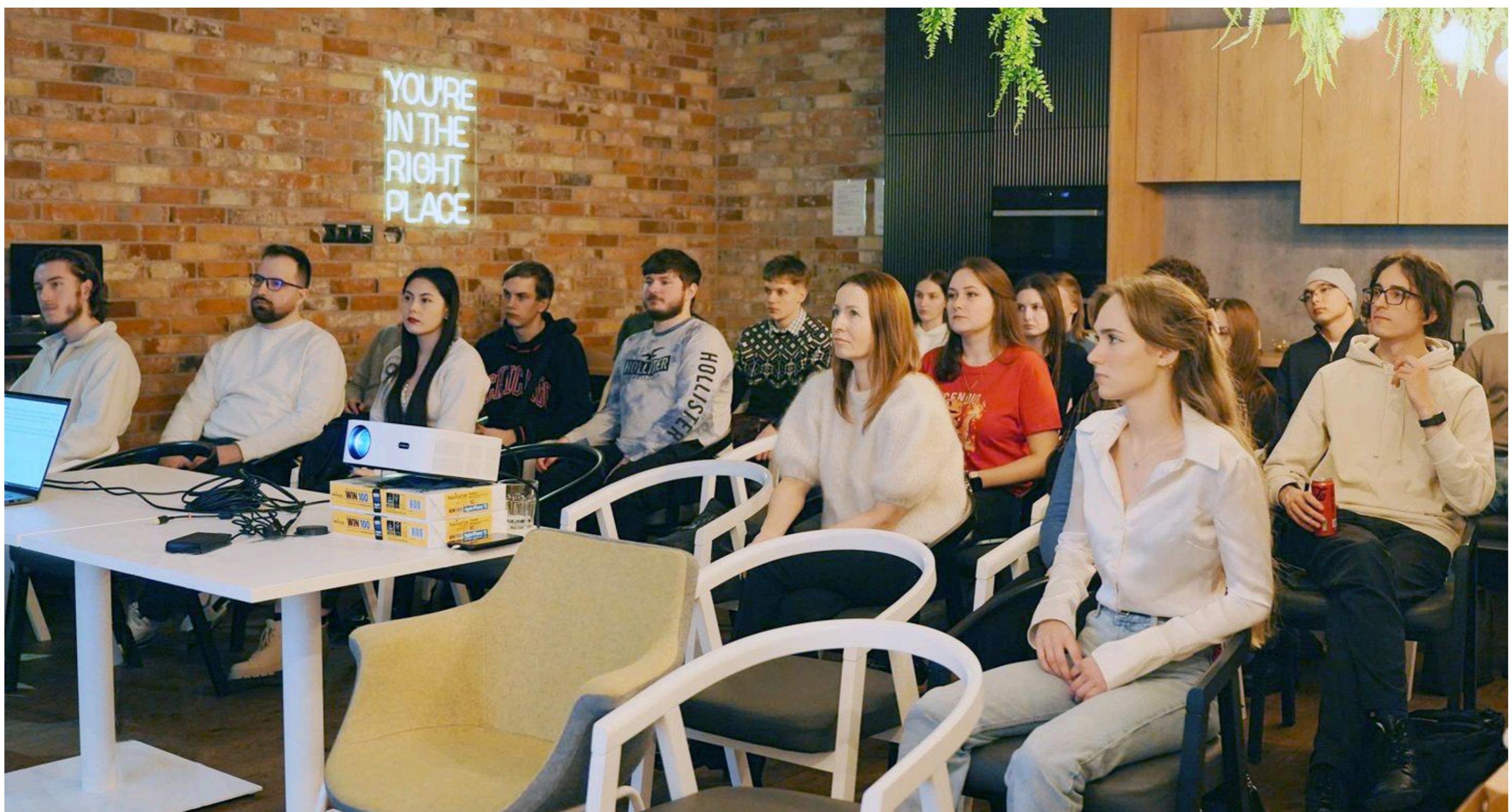
**Charity organizations**

**Orphanages**

**Medical facilities**

# Education

Education is a cornerstone of social progress and a key focus of our corporate responsibility efforts. Innowise supports local educational institutions by investing resources, hosting training sessions, and sharing expertise to help students and professionals expand their skills and opportunities.



# Our contribution to education

- 01** **Innowise Student Lab.** This is a dedicated branch of our company focused on sharing expertise with students and aspiring professionals through internships, meetups, open days, and excursions. Current internships cover a wide range of technologies, including .NET, Java, JavaScript, PHP, Python, Unity, and more.
- 02** **University collaboration.** Innowise actively partners with faculties of Mathematics, Informatics, and Technical Sciences at multiple universities to establish student development laboratories. Each lab is equipped with servers, PCs, and VR devices, serving as a modern platform for specialized training programs, project work, and professional meetups that bridge academic learning with real-world industry practice.
- 03** **Support for schools.** We are dedicated to supporting local education, particularly in smaller cities. Between 2023 and 2025, Innowise donated over 100 sets of classroom furniture and more than 20 computers to three educational institutions, helping improve learning conditions and access to digital resources.
- 04** **Employee growth and development.** We believe our employees should grow in every aspect of their lives. Innowise organizes regular seminars and training sessions across diverse professional fields, ensuring each team member can strengthen the skills they are passionate about and advance in their careers.
- 05** **IT community engagement.** We foster knowledge exchange beyond our organization by hosting meetings for IT enthusiasts at least once a month, each attracting over 100 participants. Every year, Innowise runs 22 meetups across 14 focus areas, including software development (Python, Java, .NET, mobile), data engineering, blockchain, extended reality, DevOps, UI/UX design, 3D design, and quality assurance, creating a vibrant learning and networking environment for professionals and students alike.

# Environment

Our planet urgently requires our care and attention. At Innowise, we're dedicated to making a lasting, positive impact on Mother Earth. From recycling waste paper to charitable donations, we're passionate about effecting positive change.



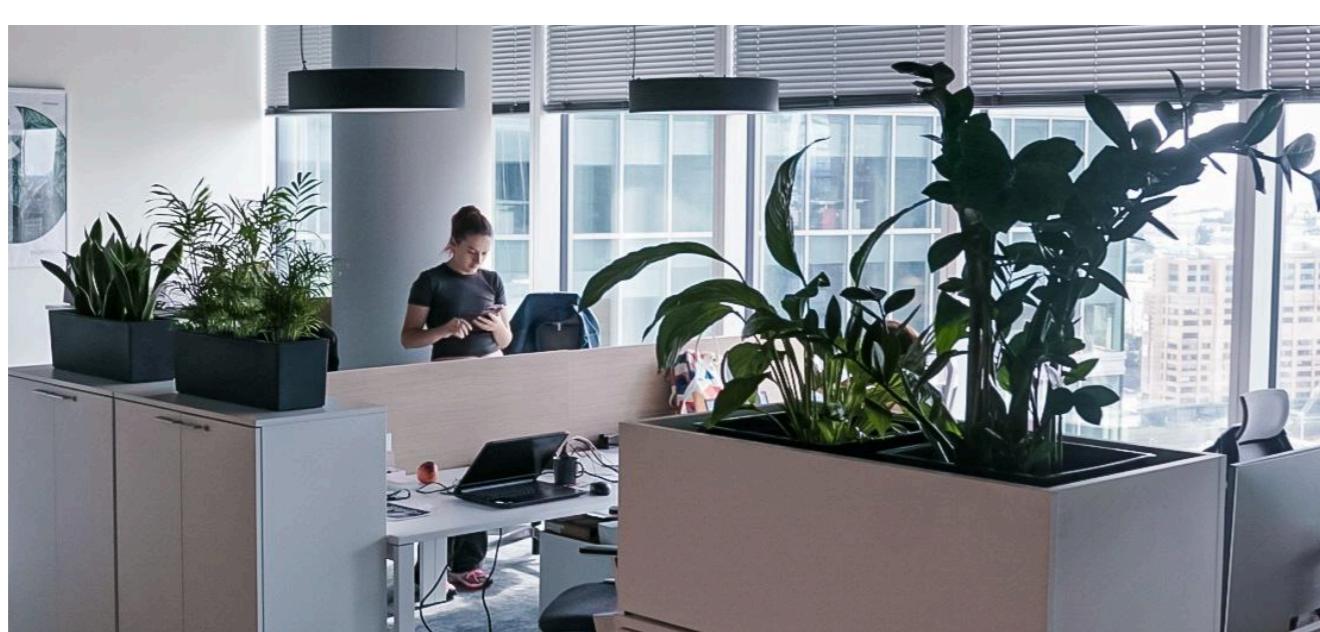
**Separate garbage collection  
for subsequent processing**



**No to plastic utensils — we encourage  
employees to use their own reusable  
tableware**



**We plant trees together  
with One Tree Planted**



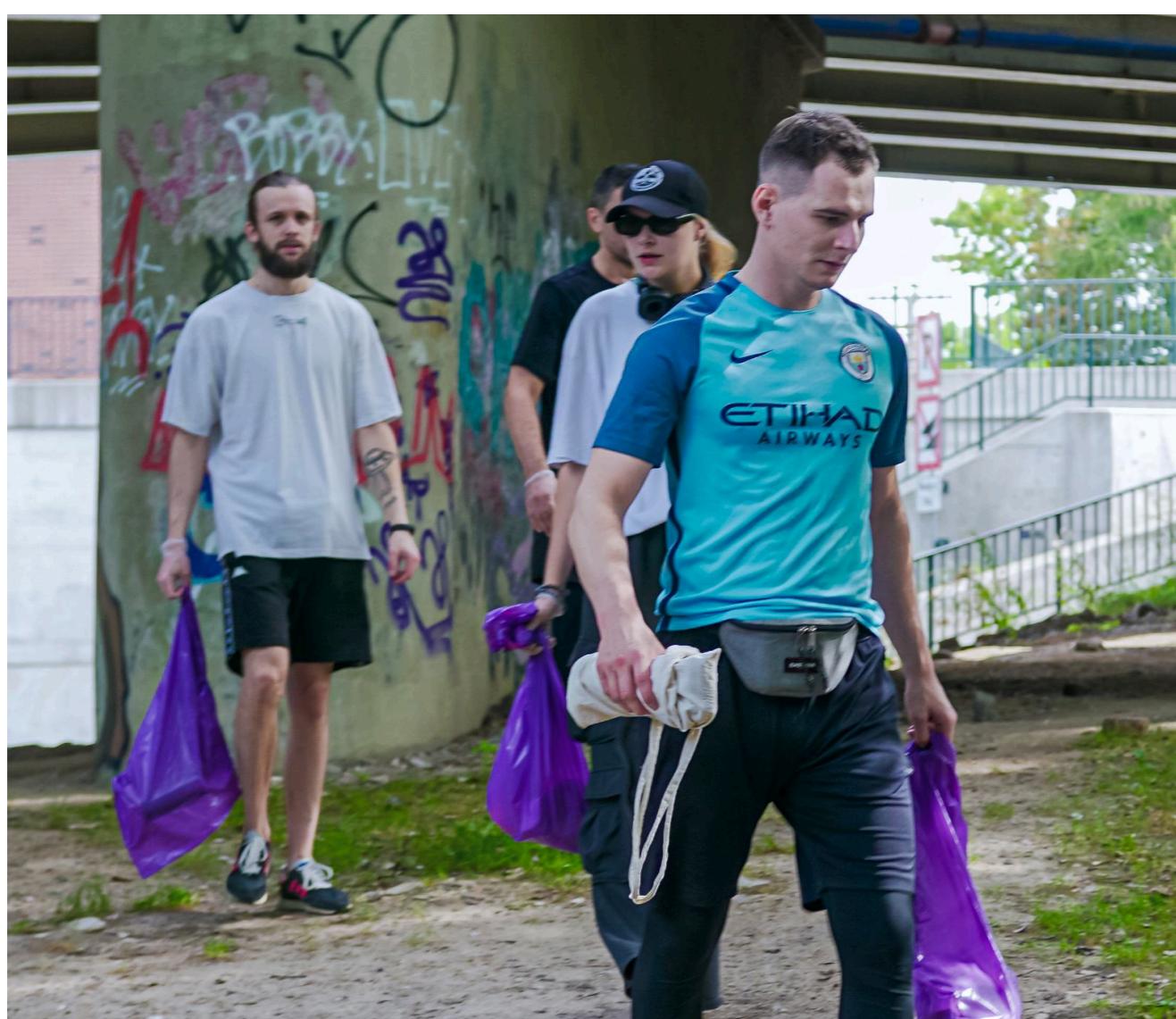
**Waste Report - green office  
reporting by office managers**



**Plogging: combining fitness  
with environmental care**

# Plogging

Our commitment to making the world better goes beyond professional achievements. The team regularly takes part in plogging activities, combining jogging with collecting litter to keep the environment clean. Recently, we helped remove waste along the Vistula River embankment, turning a simple workout into a meaningful contribution to nature.



# **Innowise is a reliable IT outsourcing partner to guide your business along the digital journey.**

Innowise is a reliable IT outsourcing partner guiding businesses through every stage of digital transformation. With 18 years of proven experience, we deliver software solutions that drive efficiency and growth. Alongside technological excellence, we remain committed to contributing to the social, environmental, and educational development of our communities.



# Let's make the world a better place together!



[innowise.com](https://innowise.com)



innowise-group

