

# **MIRATECH**

## **2022 Corporate Social Responsibility Report**



# MESSAGE FROM THE CEO

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2022 has been an extraordinary year throughout the world, but especially for Ukraine. Russia's invasion of Ukraine last February and the escalating atrocities against the civilian population and Ukraine's infrastructure have severely challenged the international order in 2022. The resultant destruction and disruption have profoundly impacted individuals, families, and businesses. However, the tech business sector's employees and their families have faced this devastation resolutely and with amazing bravery and determination to prevail against the odds.

During 2022 the invasion saw many of our Ukrainian team members (currently approximately 34% of total staff) working from bomb shelters, subway tunnels, and many other unexpected and challenging locations. Our people were initially in a high state of flux, facing disrupted working hours and changing physical locations, in addition to taking care of their own safety and well-being, as well as that of their immediate and extended families. As a response to the pandemic, in June 2020, Miratech committed to a fully remote working model for all employees. At the onset of the invasion and war, we fully extended this to a mobile work model as part of a business continuity strategy. More recently, the Russian military has launched direct attacks on Ukraine's power and water supplies. They have not only targeted the infrastructure necessary for work but also for living through the winter. This has had an impact across the country, so Miratech is working to provide housing and work facilities with power generation, heat, light, and water storage. But challenging times create heroes. Our facilities, services, and support team never thought they would be saving lives. Today, this team is working 24/7. They are performing miracles by sustaining hundreds of co-workers who now face living and working in a country suffering from these latest Russian war crimes.

Despite all the difficulties and uncertainties, we have achieved much as a team. I am so proud of the way that our team has pulled together and adapted to the changing circumstances. Your willingness to go above and beyond, as well as your ability to think creatively and embrace innovation, has been key to our continued success and growth. As we reflect on our achievements over the past year, we should all feel a sense of pride. Miratech's unwavering commitment to our Core Values and Mission has been integral to our success, and it has not gone unnoticed. Despite the unexpected challenges, we approached our CSR activities with agility and adaptability, and we are excited to share the results with you.

**Valeriy Kutsyy**  
CEO Miratech

A handwritten signature in black ink, appearing to read 'Valeriy Kutsyy'.





# MIRATECH AT A GLANCE

Miratech is a global IT services and consulting company that aims to help change the world for the better. We believe that innovation can come from both large and small players in the tech industry, and we work with them to provide digital transformation solutions to the largest enterprises on the planet.

At Miratech, we are constantly learning and sharing our experiences to stay at the leading edge of technology. Our team has a global presence, with headquarters in New York. We partner with global brand leaders to deliver exceptional customer experiences.

We take great pride in our culture of Relentless Performance, which has helped us achieve a success rate of over 99% in meeting or exceeding scope, schedule, and/or budget objectives for our engagements. This level of reliability is what sets us apart from our competitors and has been a hallmark of our company since we were founded in 1989.

We believe that by partnering with visionaries who share our values and mission, we can help drive positive change in the world through digital transformation.



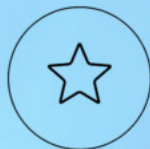
Founded in 1989



Global presence with headquarters in New York



Named in FORTUNE magazine as one of the best 100 outsourcing service providers



Listed in key industrial rating: Global Outsourcing 100® 2013-2023



Software CMM Level 3, ISO 9001:2008, ISO 27001:2013, and ISO 22301:2012 certified



700+ employees



Track record of the highest customer satisfaction (2022 NPS score is 65)



Many activities are delivered through collaboration with long-term strategic partnerships, often exceeding 10 years





# FIVE PILLARS OF IMPROVING LIVES — SUPPORTING SUSTAINABLE DEVELOPMENT GOALS

## OUR MISSION IS TO HELP VISIONARIES CHANGE THE WORLD

This mission is in line with our core corporate values:

**KNOW OUR CLIENT, AND LISTEN**  
**THRIVE IN COMPLEXITY**  
**EARN TRUST THROUGH RELIABILITY**  
**STRIVE FOR VERSATILITY**  
**DO WHAT'S RIGHT. DO WHAT'S GOOD**

We have built our CSR strategy and planned milestones to reflect these values in everything we do. Our CSR committee is particularly focused on five key areas. Known as the five pillars. These enable us to deliver on our vision to improve lives, sustainably.

1. Improving IT Education
2. Empowering Communities
3. Fair Operating Practices
4. Environmental Sustainability
5. Gender Equality and Women's Empowerment

All of our activities are carried out according to ISO 26000 standards, which establish that the sustainability of a business requires it to ensure customer satisfaction without risking damage to the environment while acting in a socially responsible manner. The five focus areas of our CSR commitment are designed to make a global impact on the world's sustainability and development. Therefore, we have aligned our objectives with the United Nations Sustainable Development Goals (SDG), sharing a vision for a peaceful, inclusive future, focusing on health and safety at the time of a worldwide pandemic.

## Miratech values align with the United Nations Sustainable Development Goals:

### Values:

- Know Our Client, And Listen
- Thrive in Complexity
- Earn Trust Through Reliability
- Strive for Versatility
- Do What's Right. Do What's Good

### CSR Efforts:

- Improve IT Education
- Empower Communities
- Fair Operating Efforts
- Environmental Sustainability
- Gender Equality & Women's Empowerment

### United Nations Sustainable Development Goals:





# CSR COMMITTEE AND MENTORS



The CSR (Corporate Social Responsibility) strategy at Miratech is an essential part of our company's operations. It reflects our commitment to making a positive impact on society and the environment while ensuring our business practices remain ethical and sustainable. Miratech's CSR Committee was founded by our President Nikolay Royenko, who led Miratech from the inception in 1989 until 2022. Nikolay has become the main inspiration behind the creation and implementation of social responsibility activities.

The CSR Committee includes 5 members qualified for reviewing and making recommendations, as appropriate, concerning the company's missions. When choosing social projects for implementation, the CSR Committee gives priority to those that meet the following criteria:

- **Match Miratech's mission and strategy**
- **Comply with ISO 26 000 standards**
- **Adhere to the principles of the UN Global Initiative on social business**
- **Measurable, scalable, and have development dynamics**
- **Involve the largest possible number of company employees**

## RUSSIA'S INVASION OF UKRAINE

Miratech vehemently condemns the unwarranted and aggressive actions taken by the Russian Federation against the people of Ukraine. As a company with deep roots in Ukraine, we stand in solidarity with our fellow citizens during this challenging time. We empathize with all those who have been impacted by the ongoing war and express our unwavering support for our Ukrainian colleagues and the entire Ukrainian community. Our hearts go out to those who have suffered as a result of these unfortunate events, and we remain steadfast in our dedication to safeguarding the well-being of our fellow Ukrainians.

In these difficult times, we need to take a stand and demonstrate our commitment to the values we hold dear. That is why we have taken several initiatives to show our support for Ukraine and its people. We have made donations to humanitarian organizations working in the affected regions, and we have also offered our resources and expertise to assist in any way possible. Our commitment to Ukraine is not just a matter of philanthropy. It is a matter of patriotism. We are proud to be part of a global community that stands for freedom, justice, and human dignity. Dignity and we are committed to doing our part in promoting these values, not just in Ukraine but around the world.



# I. MIRAHELP | RELOCATION PROGRAM

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## February 2022

The Russian invasion of Ukraine in February 2022 made a significant impact on the lives of many people, including employees of Miratech located in Ukraine. Organizing a relocation program for Miratech's employees during this crisis has been crucial for several reasons:

**Safety:** The safety of employees is the top priority for Miratech. A relocation program helped ensure that employees are out of harm's way and are not in danger of being caught up in conflict.

**Business continuity:** A relocation program helped ensure that the company continued to operate effectively, even during the crisis. By relocating our employees to safer areas, the company could provide a continuation of service to its customers and maintain business operations.

**Employee well-being:** The stress and uncertainty of being in a conflict zone can have a significant impact on employees' mental and emotional well-being. A relocation program helped alleviate some of that stress and anxiety by providing a safe and secure environment.

**Retention:** Providing support to our employees during a crisis helps build loyalty and trust. We have actively demonstrated our commitment to our employees' well-being, which will also increase the likelihood that they will stay with the company long-term.





## II. MIRAHELP | EMPLOYEES SUPPORT PROGRAM

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### March 2022

At Miratech, we recognize that relocating can be a challenging experience for employees. We wanted to ensure that our employees' well-being and satisfaction were prioritized during the process. To help ease the burden of relocation, Miratech provided financial assistance for transportation, temporary housing, and other expenses associated with finding a new home. This support ensured that our employees had a smooth transition to their new location, both within Ukraine and further afield for those who were eligible to leave the country.

Relocating can also have an emotional and psychological impact on employees, and we wanted to provide them with resources to help them navigate those challenges. That's why we created a Knowledge Library with psychology books and mental health tips to support those who were struggling with the stress of moving. These resources helped alleviate some of the anxiety and uncertainty associated with the relocation process. We also took proactive measures to ensure that our employees were safe and well taken care of throughout the relocation process. This included collecting data about employee locations and possible emergency requests daily until July 2022. By knowing the location of our employees, we could respond quickly to any emergencies and ensure their safety. To keep our employees informed about any changes or developments during the relocation process, we created internal communication channels with regular updates. This helped our employees feel more connected to the company and provided them with a sense of security during a time of change.





## II. MIRAHELP | EMPLOYEES SUPPORT PROGRAM

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**April 2022**

At Miratech, we understand the importance of supporting our employees in every aspect of their lives. This includes providing information and resources to navigate challenges that may arise from mandatory military service requirements. To show our support, we hosted an internal webinar featuring a lawyer with expertise in this area who provided valuable insights and guidance to alleviate some of the stress and uncertainty that can arise from this situation.

Similarly, understanding the complexities of tax systems is important for any business operating in Europe. To assist our employees, we held a webinar on this topic, which covered a range of helpful information such as an overview of tax regulations in different countries, tax planning strategies, and optimization techniques. By providing access to this knowledge and tools, we aim to support our employees in their roles and new locations. At Miratech, we also recognize the importance of supporting employees' families during times of war or conflict. To address this, we organized a webinar focused on how to support children during the war with child psychologists providing valuable information and resources for parents. Topics covered included common reactions children may have to war, tips for talking to children about war, and strategies for promoting resilience and coping skills. We aimed to provide our employees and their families with the tools to navigate these challenging situations. In all our efforts, we are committed to the well-being of our employees and their families, and to ensuring that they are well-equipped to navigate any situation that may arise.





# III. MIRAHELP | CHARITY & VOLUNTEERING

## May 2022

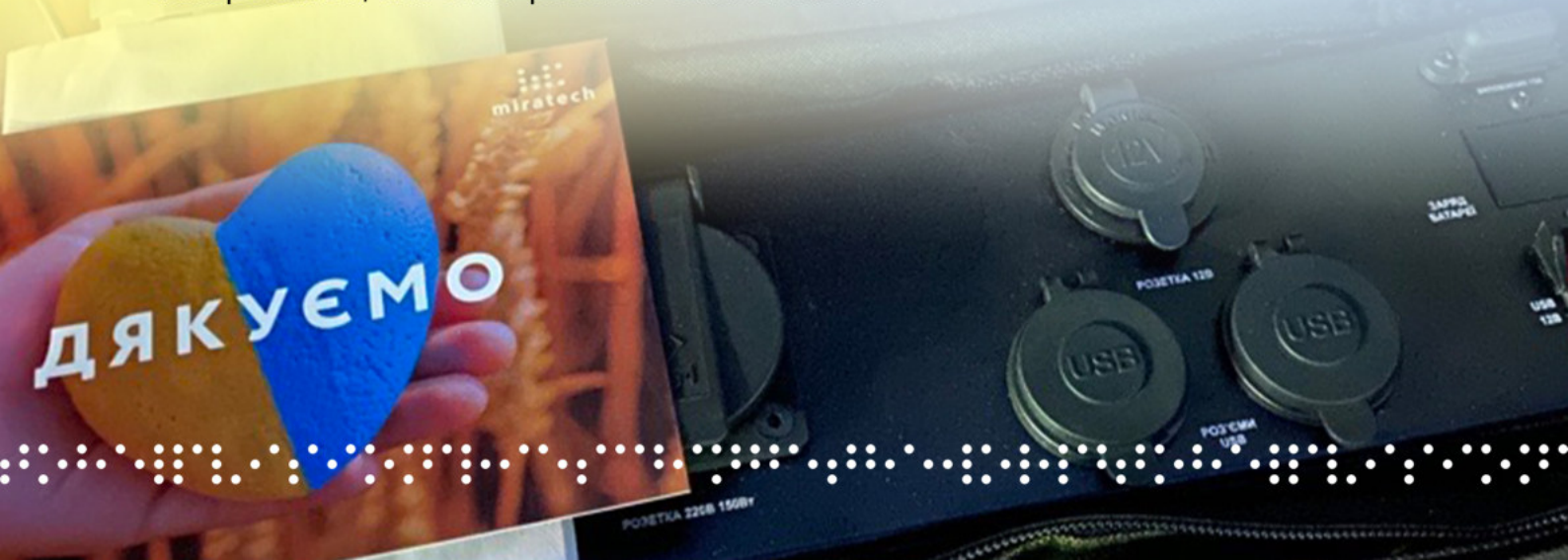
We are pleased to share that our colleague, Senior Software Engineer, Maksym Liubarets, and his wife have purchased and delivered thermal telescopes, radio stations, thermal imaging devices, and other essential equipment for Ukrainian soldiers. These contributions are making a significant impact in saving lives and bringing victory closer. We are also proud of our colleague from Finance, Valeriia Holoshchapova, who is a paramedic and has committed herself to military service. She is actively serving the Ukrainian army and volunteering in Poland. In addition, Valeriia is offering her support to our colleagues who are mobilized and is available to help them with obtaining body armor for their protection.

To support our military service members, while also preserving workplace stability, we have updated our internal policies for Military service with 'saving workplace'. We believe that these policies will help us to better support our colleagues who are serving their country, while also ensuring that the business can continue to operate effectively. We remain committed to upholding our social responsibilities and supporting our colleagues in all their endeavors.

## June 2022

As part of its commitment to Corporate Social Responsibility (CSR), we have undertaken various activities to support its employees and the wider community. One such activity involved inviting lawyers to provide support and consulting on legalization and tax residence in the EU for the employees. This internal webinar was organized to help employees better understand the legal and tax requirements of living and working in the EU. Additionally, the lawyers offered constant consulting services to the employees to address any questions or concerns that may arise.

Another initiative undertaken by Miratech was the organization of webinars on relocation in Poland and Cyprus. These webinars were conducted by the company's Travel, Employee Experience, Staff Administration, and Finance teams to help employees with the transition. The webinars guided various aspects of relocation, such as housing, transportation, and other practical considerations.





# III. MIRAHELP | CHARITY & VOLUNTEERING

Kseniya Belous, a Program Manager at Miratech, revealed a method for acquiring a drone for the Ukrainian army, as per her recent disclosure. This initiative was a testament to the company's commitment to supporting military and national security. Miratech recognized all contributors for their efforts in helping to acquire the drone, which is an essential tool for the Ukrainian army. Finally, Senior Vice-President, Corporate Services Executive Committee, Olga Skydan, expressed her admiration for all Miratech employees who contributed to buying CAT tourniquets for Ukrainian defenders. The tourniquets were sent to the unit where their colleague Vladyslav Yarmoliuk is serving. We are proud to have such dedicated employees on our team. This initiative is a testament to Miratech's commitment to supporting the community and its employees.

## Miratech's NFT charity auction "Peace in Kids' Eyes"

Becoming a parent means taking on a tremendous amount of responsibility. As our joy grows, so do our worries. Our priority is to ensure our children grow up happy, healthy, and safe, but unfortunately, not all children have access to such privileges. This year, Ukrainian children have been exposed to many new dangers, including the risk of crossing borders alone, with only basic personal information written on their backs in a desperate attempt to find safety. Peace in Kids' Eyes initiative aims to support Ukrainian children who have been affected by the ongoing Russian War in Ukraine. In particular, the initiative is raising funds for the Children of a Heroes charity foundation, which helps children who have lost one or both parents as a result of the war.

To raise funds for this cause, we invited children to submit their art creations to a charity auction that was hosted on the opensea.io NFT platform. The auction launched on June 13 and ran for two weeks. For each artwork submitted by a child, Miratech donated \$10 to the Children of Heroes charity foundation. Interested individuals could bid on the pieces they would like to purchase, no matter their location. All the money raised from the auction was donated to the Children of Heroes charity foundation. The initiative raised awareness and funds to support the well-being and safety of Ukrainian children who have been impacted by the ongoing conflict in the region. By participating in this initiative, children could play an active role in supporting their peers and helping to make a difference in their lives.





# III. MIRAHELP | CHARITY & VOLUNTEERING

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## July 2022

Miratech colleagues Andrii Kozlovskiy, Andrey Nosalskiy, Dmitriy Belous, Ihor Buherchuk, Mykhailo Bench, Oksana Krutybich, Oleg Sergeev, Olga Mamashvili, Olga Ryzhkova, Olga Skydan, and Sergey Simonchuk, Oleksandr Chubatiuk have demonstrated their commitment to supporting the Ukrainian military by providing tourniquets to our defenders. This equipment is used to equip individual first-aid kits for combatants who perform tasks at the front lines. Their efforts not only provide essential medical support to those in harm's way but also demonstrate the power of individual action to make a difference. In addition, to the contributions of our colleagues, our clients have also stepped up to support our defenders. Donating laptops to the Ukrainian army, with contributions from various departments including the IT department, Employee Experience, FSS, Finance, PMO, Accounting, and other people outside Miratech. The support of these people and organizations not only provides our defenders with critical resources but also shows the value of public-private partnerships in strengthening national security. Finally, we at Miratech have also made our contribution to the cause. We donated Starlink, a satellite internet service, that provides aid to members of the Ukrainian armed forces. By providing this technology, we hope to help our defenders stay connected and access critical information, no matter where they are stationed. This effort reflects our commitment to supporting the Ukrainian military and promoting greater security for all.

## August 2022

Miratech has taken the initiative to become a Founding Sponsor of the Ukraine House DC Foundation, a non-partisan non-profit organization based in Washington DC, in collaboration with the Embassy of Ukraine in the USA. The Ukraine House Foundation aims to support Ukraine by donating, investing, sharing, communicating, and advocating for the country's interests. As a Founding Trustee of the Ukraine House, Miratech has been actively involved in promoting the organization's core mission and engaging with the US and international business communities. Miratech has also provided support for educational and informational events and worked with the leadership team to develop strategies for fulfilling the organization's goals. The Ukraine House Foundation was officially opened on September 1, 2021, by the President of Ukraine Volodymyr Zelenskyy, and the official Ukrainian delegation during the Presidential to visit Washington DC. In its first year, the organization hosted over 50 events and welcomed over 5,000 guests and visitors. In just three months after Russia invaded Ukraine on February 24, the Ukraine House Foundation collected \$5 million for United24, a platform launched by the President of Ukraine as the main venue for collecting charitable donations in support of Ukraine.





# III. MIRAHELP | CHARITY & VOLUNTEERING

Miratech's CEO, Valeriy Kutsyy, serves as a member of the Founding Sponsor Trustee Honorary Board and expressed enthusiasm for supporting the Ukraine House in Washington DC, stating, "The time for all businesses to support Ukraine has never been more right." The Director of the Ukraine House DC, Marianna Falkova, also acknowledged Miratech's support, saying, "Ukraine House is proud to have such a modern, high-tech, and innovative partner as Miratech." Ukrainian Ambassador to the U.S. Oksana Markarova at Ukraine House noted:

"I want to express our deepest gratitude to Miratech for supporting Ukraine's fight for freedom and independence. Miratech became one of the Founding Trustees of Ukraine House in 2021, almost a year before the Russian full-scale invasion of Ukraine on February 24, 2022. Since then Ukraine House emerged as a center of the Ukrainian community in Washington DC championing Ukraine and promoting Ukrainian culture and Ukrainian democracy. Today, when Putin's Russia attempts to destroy Ukraine by abolishing international law, occupying Ukrainian territory, and eradicating Ukrainian identity, we value Miratech's support very much and are proud of our partnership."

## October 2022

### Support to employees' families whose breadwinners are currently in the army

In recent news, our team has successfully raised 175,000 UAH to support the family of our dear teammate. Oleksandr, who is currently serving in the military, has unfortunately been out of touch with us for some time now. Despite this, we remain hopeful and steadfast in our belief that he is alive and well, and that he will return home from the battlefield unharmed. This Defender's Day, which is a national holiday in Ukraine celebrating the country's defenders, we decided to show our support to Sasha's family - his wife and two young sons. We recognize that the sacrifice made by soldiers like Oleksandr often extends beyond the battlefield and affects their loved ones as well. By raising funds for his family, we hope to alleviate some of the financial challenges that they may be experiencing during his absence. Anna Filipova, our Project Manager, is one of the co-founders of the non-profit group called "People United by Ukraine", which is a volunteer organization. Volunteering is a selfless act that not only benefits those in need but also provides a sense of fulfillment and purpose to the volunteer. We commend Anna for her dedication to helping others and making a positive impact in the world.





# III. MIRAHELP | CHARITY & VOLUNTEERING

## Miratech raised over 1 million UAH to support the needs of Ukraine's defense

Miratech strongly condemns the attack by the Russian Federation on the people of Ukraine and stands in solidarity with the Ukrainian community during this difficult time. In honor of Defenders' Day of Ukraine, which took place on October 14th, many of our employees dedicated their time and resources to support the Ukrainian Armed Forces.

Through their dedication, Miratech was able to make an additional donation of 1 million UAH to the Sergiy Prytula Foundation. This organization is renowned for its exceptional fundraising initiatives and is widely celebrated by supporters of Ukraine across the globe. The donated funds will be used to support Ukraine's defense efforts and ensure that the Ukrainian Armed Forces have the resources they need to protect their nation.

Earlier this year, Miratech completed several other initiatives and donations to support the people of Ukraine. As responsible corporate citizens, we are committed to doing our part to help strengthen and protect the communities where we live and work.





# IV. MIRATECH AGAINST BLACKOUTS

This winter, Ukraine has faced a significant challenge — power outages imposed by the government aimed at easing the strain on the grid, which has been severely damaged in the aftermath of the Russian missile and drone attacks. As a result, in Ukraine, many have to live in a situation of regular power outages. With that in mind, we at Miratech are obliged to do everything we can to ensure our teams can continue supporting our clients' projects. We turned our Ukrainian offices (Kyiv, Vinnytsia) into autonomous hubs to overcome the challenge of power outages and even the (unlikely) scenario of a total blackout. To ensure that Miratech's employees can continue to work productively during blackouts in Ukraine, we took several actions, including:

**Providing backup power:** At the company offices, we have backup generators and uninterruptible power supplies (UPS) that can provide power to critical systems and infrastructure during blackouts. This helps ensure that employees can continue to work without disruption.

**Starlink:** Satellite Internet is crucial for Ukraine at this time, providing an Internet connection when mobile communication systems or internet cables are damaged or destroyed. Starlink is a key strength, providing our offices with a stable Internet connection during blackouts. Combine Starlink with other sources of continuous access to the Internet, for example, signing up with multiple Internet providers and ones that offer powerful fiber-optic Internet. Thus, the combination of autonomous power generators and uninterrupted Internet access guarantee that offices can function stably for long periods without electricity.

**Remote work:** We allow our employees to work remotely during blackouts, if possible. This is facilitated through tools such as virtual private networks (VPNs), collaboration software, and video conferencing.

**Ensuring data security:** During blackouts, we take extra precautions to ensure the security of our employees' data and systems. This includes backing up critical data and ensuring that all security protocols are in place and functioning properly.

**Providing support:** We also provide additional support to Miratech's employees during blackouts, such as providing access to charging stations for mobile devices. Such devices power Wi-Fi routers, so they can work autonomously at home for more than 24 hours. We also offer flexible work hours to accommodate the blackout schedule.

**Communication:** It is crucial to have a clear communication plan in place during blackouts to keep our employees informed about the situation and any relevant updates. This helps alleviate stress and confusion among employees and ensures that everyone is on the same page.

By taking these actions, we have enabled our employees to continue to work productively during blackouts in Ukraine, which helps minimize the impact of the outage on their operations, performance, and customers



# IV. MIRATECH AGAINST BLACKOUTS

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## New Safety Hub

We have launched a new Safety Hub in Kyiv too, for continuous service delivery. This space could be considered as an alternative to our main office building in the city, with some additional advantages. For example, it is more comfortable during power and heating outages, with the following things in place:

- Office furniture pre-equipped for over 30 workplaces and the possibility to increase to up to 60 workplaces
- MFP (printer, scanner, copy machine)
- An autonomous computer network for ease of work access (Internet Service Provider with optical line, plus Starlink)
- A generator providing an uninterrupted power supply (with fuel reserves for three working days in case of full power interruption)
- An autonomous heating system based on a solid-fired boiler (this can work with a generator too) to ensure comfortable working temperatures can be maintained (20+ Celsius)
- A fully equipped kitchen where hot and cold food and drinks can be prepared and stored
- Dedicated toilet
- Parking for five cars with security staff
- Sensor security monitoring, like we have in the main office





# V. IT EDUCATION - MIRATECH INVESTS IN FUTURE TECHNOLOGY TALENT

Technology is all around us, and it's constantly evolving. From our smartphones to our homes, we rely on technology for almost everything we do. That's why learning about Information Technology (IT) is so important. It can open up a whole world of exciting career opportunities in fields like cybersecurity, data science, and artificial intelligence. But IT education is about more than just finding a job. It can also help you develop essential skills like problem-solving, critical thinking, and creativity, which are valuable in any industry. That's why Miratech believes in investing in the next generation of tech talent. Despite the war, our team is still doing some cool things to help young people who are interested in technology. We offer free training in software development, quality assurance, and business analysis to students and recent graduates. Miratech partners with VNTU (Vinnytsia National Technical University) to provide internships, mentorship, and job opportunities for students.

This partnership has had a big impact on the tech industry in Ukraine. By working closely with VNTU, Miratech is helping to bridge the gap between the academic and business communities. We are giving students the chance to learn from experienced professionals and get hands-on experience with the latest technologies. This is helping to build a pipeline of skilled professionals not just for our company, but for the whole industry. It's exciting to give young people the skills and opportunities to help them succeed and build a better future for all of us.

## Talent Development and Fair Operating Practices

- Modern IT | Trends and Choices  
(for master's students at VNTU|CS)
- Data processing, big data, dashboards  
(for master's students at VNTU|CS)
- Data processing, big data, dashboards  
(for master's students at VNTU|CS)
- Modern call service centers: evolution, routing,  
WFE for master's students at VNTU|CS
- Modern projects overview: trends in technologies.
- Web & mobile development.
- Machine learning.
- On-Premise and Cloud systems (for master's  
students at VNTU|CS)

## Series of meetings "Modern IT technologies" for masters

In addition, quantitative indicators:

- total number of registered participants of 3 courses - 1475 people.
- the total number of participants in online classes - 850 people.
- the number of views of classes on YouTube as of 18.08.2022 - 2956.





# V. IT EDUCATION - MIRATECH INVESTS IN FUTURE TECHNOLOGY TALENT

## IT Kids Club 2022, partnering with VNTU (Vinnytsia National Technical University)

IT Kids Club is a popular project, based in Ukraine, that helps children learn about technology. The goal is to develop their interest in digital literacy, so they can build on this introduction and succeed in the future.

The project started in 2019 and offers free classes to kids between 6 and 14 years old. Miratech employees volunteer their time to teach classes in web programming languages and robotics. They set up a special lab with all the equipment needed for the kids to learn, supported by some great mentors.

Even though the pandemic made getting together physically tricky, the classes moved online, so that we could continue to teach kids about cool things like Arduino robots, 3D printing, and web programming. Our employees also trained the mentors to teach new technologies too. And now, with the advantages of being virtual, the program has been expanded to reach children in two more countries.

IT Kids Club is an educational resource for kids who want to learn about IT. You can find free courses on YouTube that cover programming, robotics, game development, and artificial intelligence. By offering this program Miratech is helping kids become more creative, solve problems, and learn about the diverse opportunities in the tech industry. We are investing in the next generation of IT professionals who can, in turn, make a positive contribution to the future of the tech industry.





# ABOUT REPORT

The purpose of the Miratech CSR Report 2022 is to summarize many non-financial aspects of the company's operations, as well as the relationships with key stakeholders. It highlights the contribution we are making to achieving the UN Sustainable Development Goals, presenting the corporate social responsibility activities during the period January 1, 2022–December 31, 2022. The report is a summary of Miratech's pioneer work and regular efforts to improve the social and psychological climate within the company and address global social issues.

The previous report, published on April 13, 2021, covered the period from January 1, 2020, to December 31, 2020, and is available [here](#).

Should you have questions/inquiries regarding

Miratech corporate social responsibility, please contact us!

**[miratechgroup.com](https://miratechgroup.com)**

