

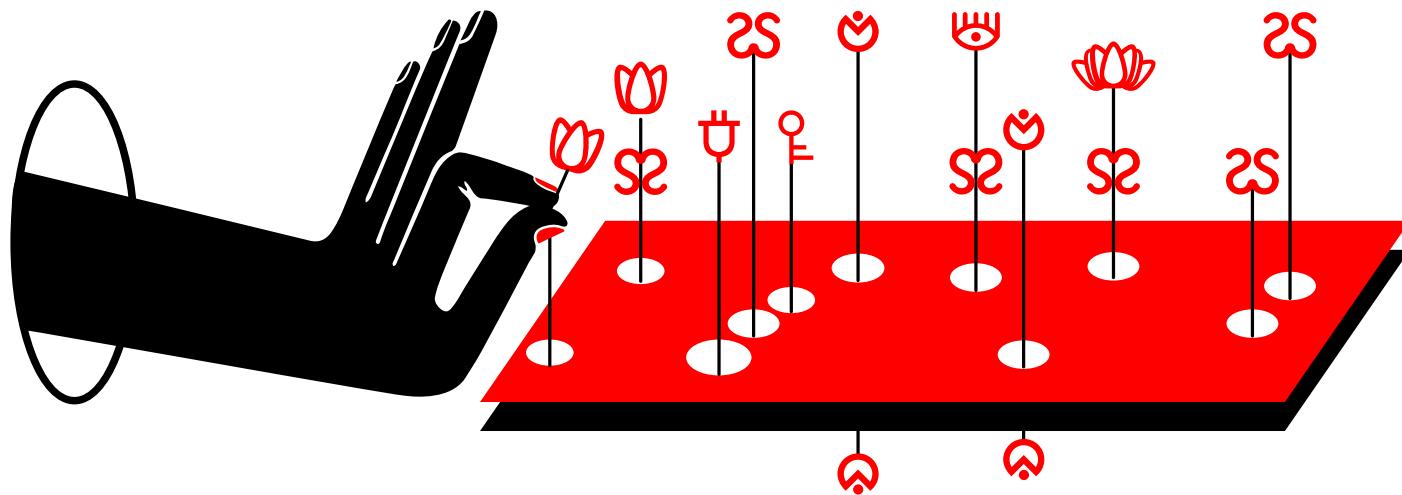




we SHARE
because we CARE

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Why Symphony Care?

All our activities are driven by our values which define the way we act towards other people, how we react to different situations and respond to challenges. We believe that all good things appear as a result of sharing. It applies to sharing knowledge, resources, time and any other investment which aims to create a better life for other people. This approach is reflected in our Social Corporate Responsibility Program – Symphony Care.

Symphony Sharing steps beyond Symphony Solutions itself. We focus our attention on key activities which grow and nurture local IT communities, support young talents, provide help for people in need, support cultural events and take care of the environment. Additionally, we take care of our colleagues by incorporating an extensive network of benefits, and social programmes. All these activities are organically connected with our values and are rooted deeply in our culture.



Key Aspect

Integrating with the environment

We are the integral part of our planet and need to do the right thing for it. Healthy business environment is another aspect we take responsibility for

SUSTAINABLE OFFICE

We are the integral part of our planet and need to do the right thing for it.

Healthy business environment is another aspect we take responsibility for.

Eco initiatives are something that most of us refer to as green activities and respectful attitude towards natural resources of our planet. At Symphony Solutions we believe that eco-mindset also includes business environment because toxic attitude and behavior towards other people can do no less harm to our health than poisoned water or soil. We aim to treat each Symphonian with dignity and respect, regardless of their language, race, religion, gender and other qualities, belongings or preferences.



OUR SUSTAINABLE INITIATIVES

A series of eco and charity events that aim to improve office sustainability and make some positive impact on others' lives whenever possible.

We held first Green Week in 2015 and keep doing so for the fifth year in a row. Green Week activities also include eco workshops on plastic reusing and recycling.





Besides this, Green Week aims to spread healthy habits among Symphonians.

Thus, every day of Green Week we start with morning exercises and healthy breakfasts.

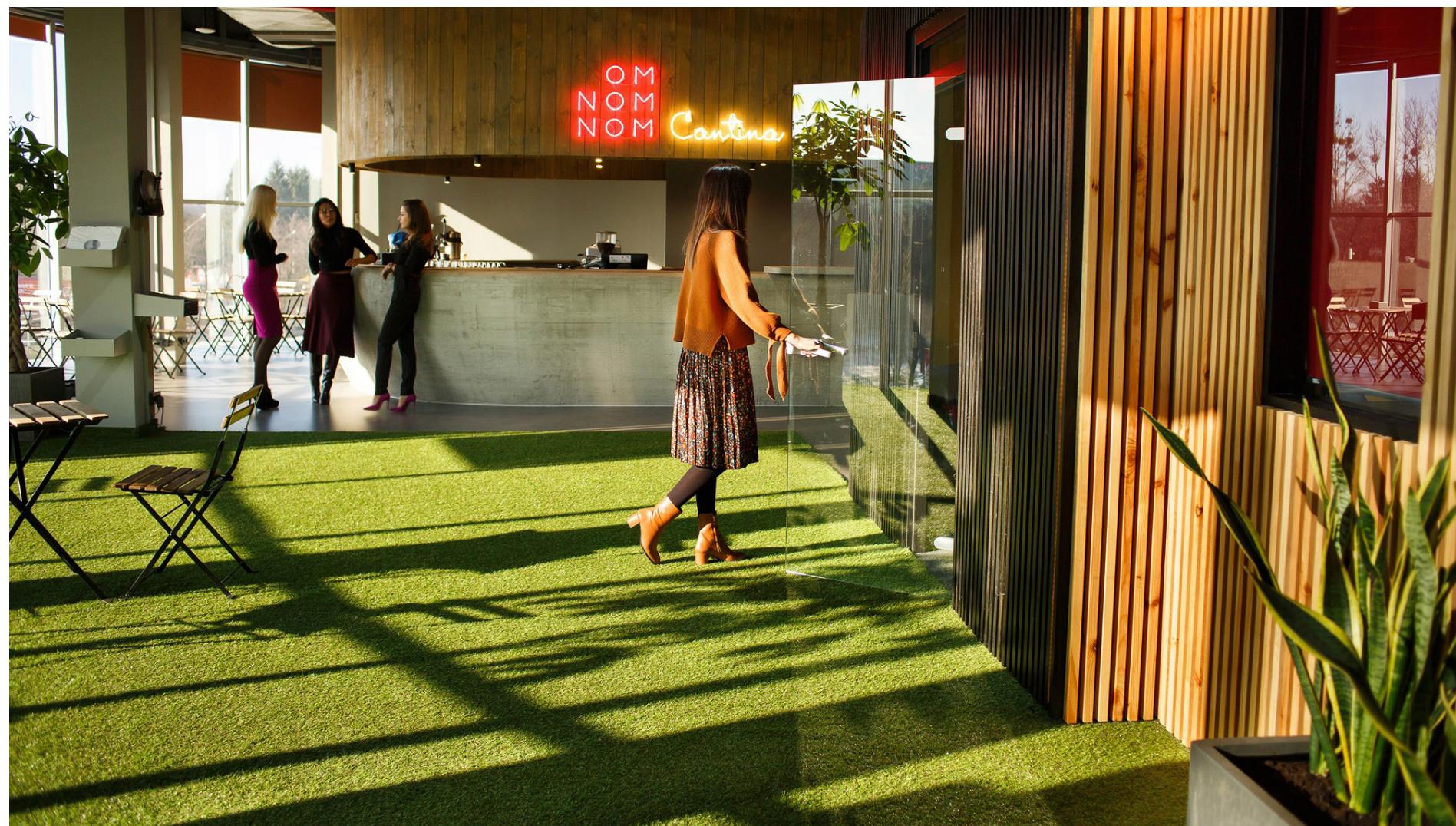
Additionally, we hold workshops on how to cook healthy food and stay fit.

Green Week 2019 was dedicated to planting trees. Symphonians were encouraged to donate money that later were used to buy 3 trees and Symphony team planted them in Lviv city center. Symphony Solutions supports different good causes across its locations.

FIRST CORPORATE VEGAN CAFE IN UKRAINE OPENING

On December 2019 New Amsterdam office space was opened at Symphony Solutions Lviv. It's a comfortable and spacious area, whether you come here to lounge or work. Traditional Dutch wooden houses serve as meeting rooms, each uniquely decorated in its own way.

Here at Symphony Solutions, we have the first in Ukraine vegan cafe, that operates exclusively on the premises of the company - OM NOM NOM Cantina. We also have many initiatives dedicated to educating Symphonians on the importance of being environmentally conscious and promoting a sustainable way of life. Opening a vegan cafe seemed like a natural progression.



SUSTAINABLE OFFICE

All our offices are equipped with bins for sorting waste, and most of our branded products are made from recycled materials.

Waste reduction

- | | | |
|--|--|---|
|  Recycling: paper |  double sided printing |  recycled marketing materials |
|  plastic |  don't print messages |  eco-friendly dining & cleaning products |
|  accumulators |  no paper cups - own mugs |  ecobags |
|  glass | | |

Sustainability is something that can be measured. To talk less and act more towards sustainability we collect numbers regarding recycled materials, usage of water and electricity in our offices, etc. This data helps us understand what is improving and which areas still need a refinement. We publish eco-numbers annually during the Green Week.

Trying to be green means being green literally. In our offices we provide each Symphonian with 12 square meters of the green area and one plant. We are also a pet-friendly company with turtles, fishes. In 2019 Symphony Solutions took part in the international Bring Your Dog to Work day.

Health & Wellness

- | | |
|---|--|
|  stretching |  yoga classes |
|  massage |  healthy snacks |
|  manicure |  tennis table |
|  fresh juice | |
|  vegetarian & vegan lunch option | |

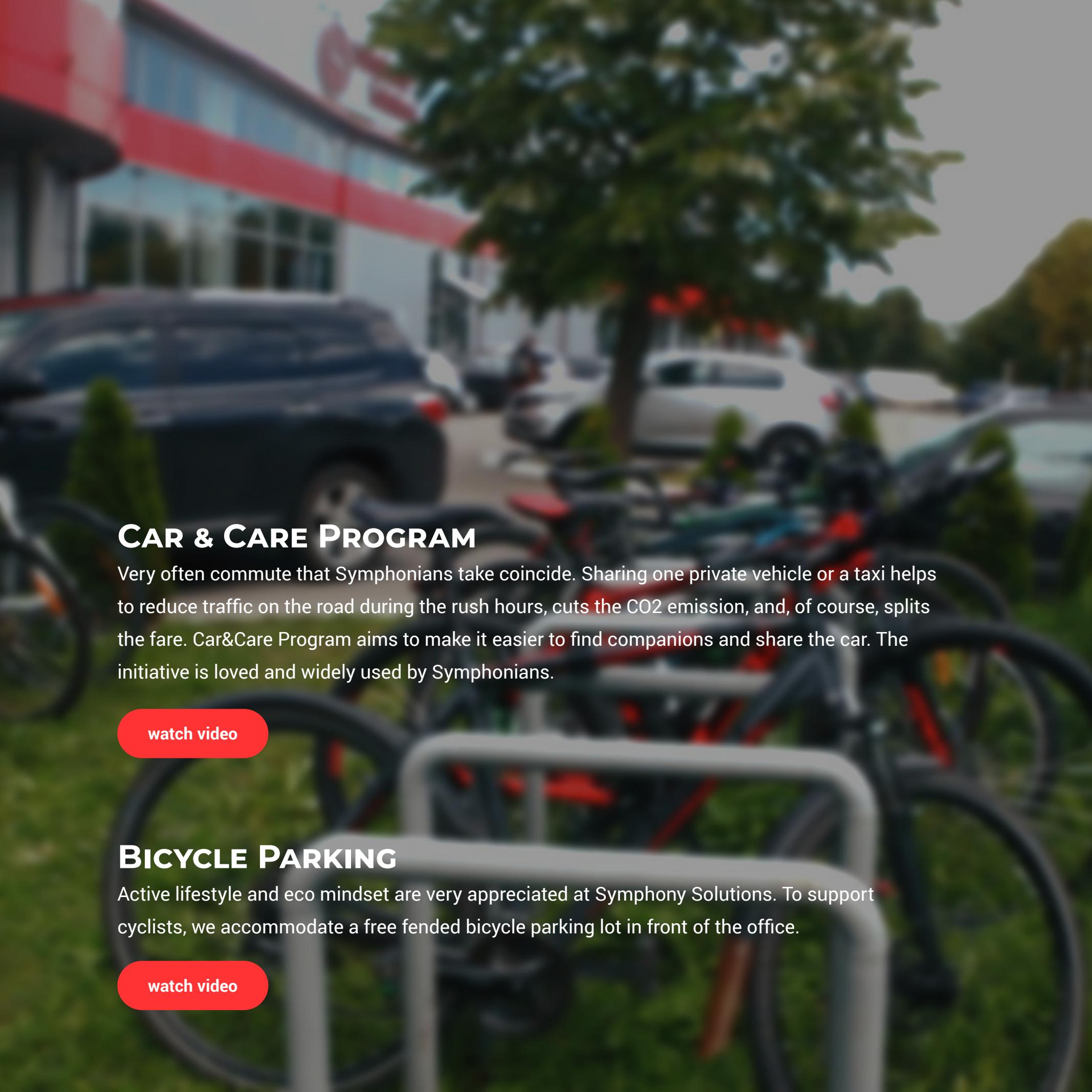
Culture & Learning

- | | |
|--|--|
|  green plants |  course "Yoga & meditation" |
|  fish tanks |  green office week |
|  park area |  showers |
|  promotion to minimize printing mat | |
|  clothing donation to orphanage | |



АТБ

ТОВ "АТБ-Маркет"
МАГАЗИН №1223
ГРАФІК РОБОТИ
00.00 - 24.00
з 23.58 до 00.01
технічна перерва
БЕЗ ВИХІДНИХ



CAR & CARE PROGRAM

Very often commute that Symphonians take coincide. Sharing one private vehicle or a taxi helps to reduce traffic on the road during the rush hours, cuts the CO2 emission, and, of course, splits the fare. Car&Care Program aims to make it easier to find companions and share the car. The initiative is loved and widely used by Symphonians.

[watch video](#)

BICYCLE PARKING

Active lifestyle and eco mindset are very appreciated at Symphony Solutions. To support cyclists, we accommodate a free fended bicycle parking lot in front of the office.

[watch video](#)

WORLD CLEANUP DAY, SKOPJE 21 September

Symphonians from Skopje participated in the global initiative to [Clean Up the World - Official](#).

As you know, we are a green company and we do everything we can to make sure our planet stays clean and safe. This initiative was a great opportunity to clean the banks of the Vardar River, as well as a good way to encourage people to be more conscious about the environment.

PLANTING TREES IN LVIV CITY CENTER

Keeping natural balance is one of the key priorities for us. Alongside with growing number of vehicles used by employees our colleagues have initiated planting trees in Lviv city center. It's a great example for the local community of "Thinking globally, acting locally".



Business

0% TOLERANCE TO CORRUPTION

We are proud to state that we have no tolerance for corruption. Since establishing the company in 2008 and till now we haven't given or taken any bribes. After the Revolution of Dignity in Ukraine in 2013-2014 Theo Schtnitfink, the CEO at Symphony Solutions was among the first who publicly instigated the campaign against corruption in Ukraine which later was supported by other foreign and IT companies in Lviv.

GENDER EQUALITY

50% Men and 50% Women. Since the very beginning in 2008 Symphony Solutions has been following the principle of hiring the equal amount of male and female employees. By doing so, we create room for real talents to spark regardless of their gender. In 2016 Symphony Solutions supported the FIDE Women's World Chess Championship Match to support women in sport. It should be noted that in 2018 we reached 52% of women in our Leadership Team.

INCLUSION & DIVERSITY

We are eager to make our offices comfortable for all Symphonians no matter what special needs they might have. Office entrances and stairs are equipped with ramps for easy access for all Symphonians. We believe that all people are different, but all of them are equal. Regardless of their appearance, beliefs, gender or race, all Symphonians are treated with respect and appreciation.



2

Key Aspect

Innovating the future

Investing in innovations
means investing in education

INVESTING IN INNOVATIONS MEANS INVESTING IN EDUCATION

Proper education is an indispensable step towards economic progress. It multiplies all efforts which were invested in it, and in the long run provides humanity with innovative ideas, striking solutions, and new inventions. At Symphony Solutions we support various educational initiatives and launch our own.

Events we sponsored

We take part in various IT events as sponsors or partners. Healthy communities and active social life is inevitable for a developed IT market. Symphony Solutions is proud to support people who are looking for more knowledge and opportunities.

All Stuff Swap in Krakow, February 7

BAQ Conference in Lviv, March 23-24

Krakow Java Meetup, April 11

BEST Lviv Job Fair, April 17-18

Algorithmic Competitions in Lviv, May 4

Pykonik #44 Tech Talks Meetup in Krakow, May 9



D&I SWAP by Diversity Hub in Krakow, June 6

Omgkrk Summer Jam 2019 in Krakow, August 23

Algorythmic Competitons in Lviv, September 28

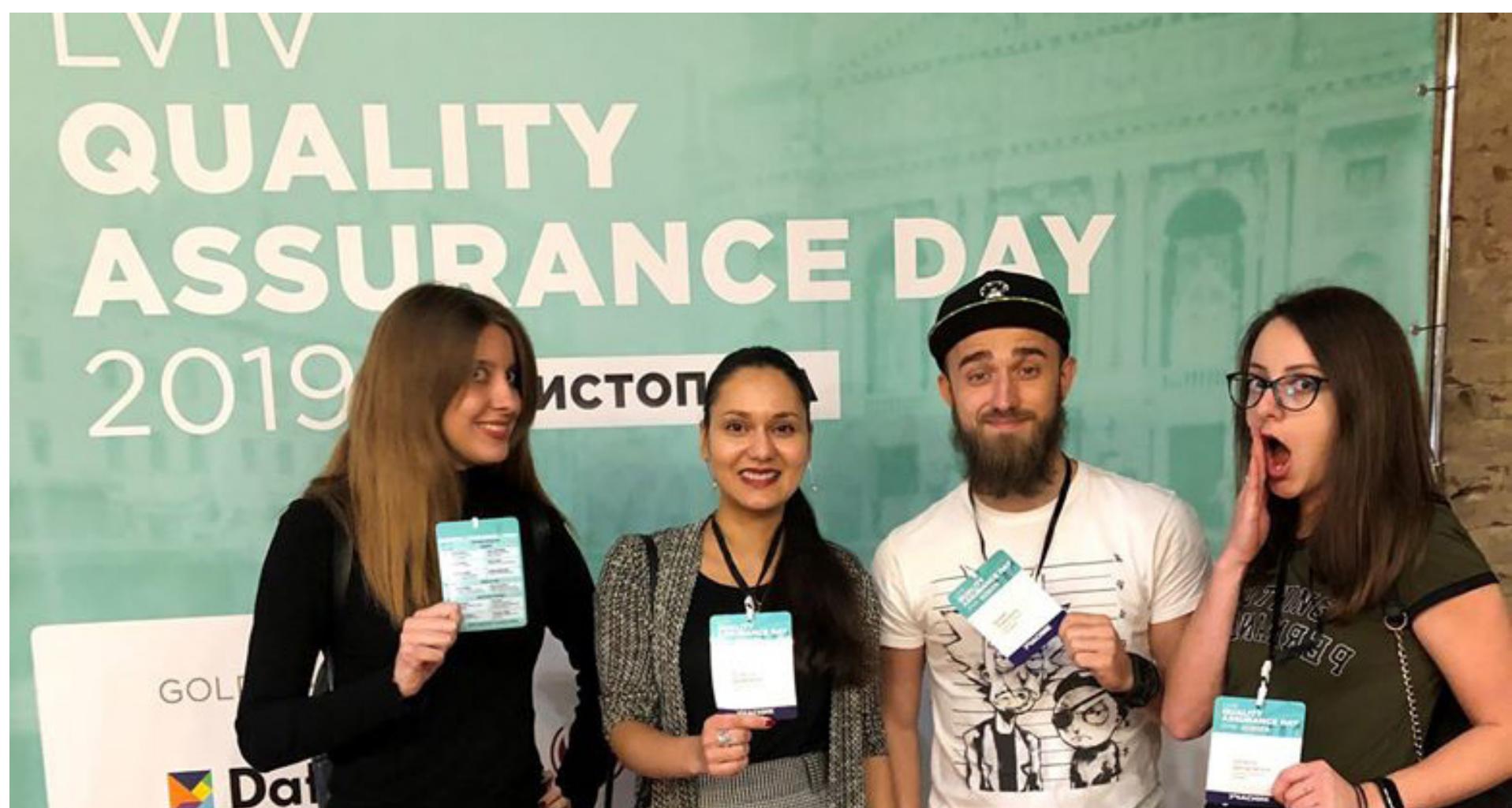
PDD in Krakow, October 22-24

Lviv DevOps Conference, October 26

Lviv QA Day, November 9

Algorythmic competitions, November 23

Rzeszow Games Days Rzeszow, December 7-8





Events we hosted

Cocoa Heads iOS meetup Lviv, January 16

Lviv HR Junior Conference, March 2

Triathlon Ironman Hawaii, March 5

Cocoa Heads iOS meetup Lviv, June 20

Business Analyst in Data Science projects, June 25

Himalaya event in Lviv, June 26

Run4U in Lviv, September 4

In 2019 we hosted 10 excursions for kids from Care in Action, IT Academy for Orphans Hebron, IT Academy STEP, Lviv Polytechnic College of Technology, different schools in Lviv.



Membership in local IT communities



SYMPHONY SOLUTIONS IS A MEMBER OF LVIV IT CLUSTER

Symphony Solutions joined Lviv IT Cluster in 2018 and is an active member since then. Company's representatives participated in developing of the Strategy for Competitiveness Increase of Lviv, which became the platform for developing business clusters in the city.

[Find out more](#)



WE SUPPORT OMGKRK - KRAKOW STARTUP COMMUNITY

Symphony Solutions has started a collaboration with OMGKRK in 2018 and is looking forward to new events and achievements in the future.



AGILE SPACE

As the Agile-driven company Symphony Solutions initiated the creation of Agile Space, which is a platform for Agile believers, who unite to create a regular space for meetings, collaboration and learning for like-minded people. In 2017 Agile Space became international by spreading its events to Poland and Macedonia. In 2019 we had 16 Agile events provided in different locations.

LVIV, UKRAINE

- 6 Agile Dogo events
- 2 Certified Agile Fundamentals classes
- 2 SAFe® 4.6 Scrum Master Certification Trainings
- 2 SAFe® 4.6 PO/PM classes
- Management 3.0 Foundation Course

KRAKOW, POLAND

- SAFe® for Teams class

AMSTERDAM, THE NETHERLANDS

- Leading SAFe 4.6 class

SKOPJE, MACEDONIA

- Agile Dojo event

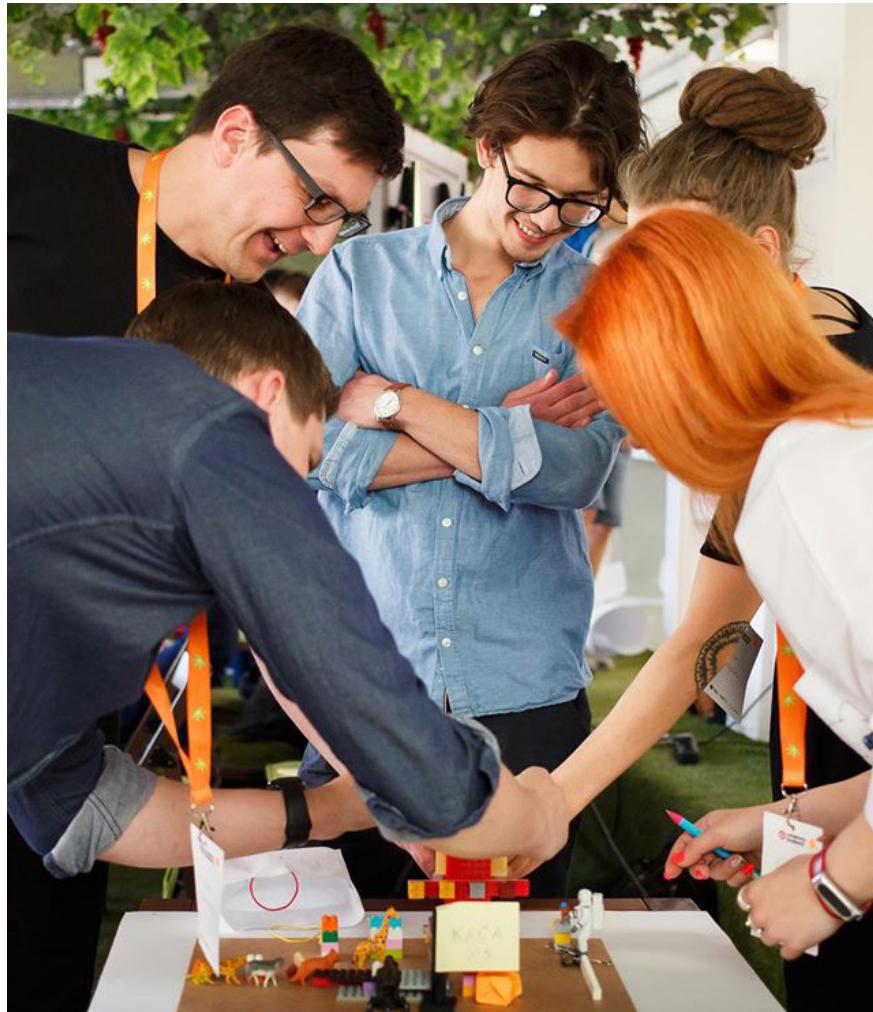




SYMPHONY ACADEMY

Symphony Academy is Symphony Solutions` educational initiative. It is a space for learning and development. Symphony Academy conducts events in various formats: tech hubs, trainings, meetups, hackathons, public forum debates, conferences, and unconferences.

It is focused on three primary domains which include different IT-related topics: technical events in Java, Python, Frontend, DevOps, .NET, etc. People and Business related topics in IT.



SYMPHONY ACADEMY EVENTS

QA Talks, Skopje May 9

Angular 6 Migration. Lessons learned, Lviv May 29

Service Design Day. Bringing back to community, Lviv May 31-June1

Angular 6 Migration and SAFe implementation, Rzeszow June 13

Service Design – Practical course, Lviv September 19

Is Service Design possible in outsourcing company?, Lviv October 30

Service Design Workshop, Lviv November 23-24

Service Design Workshop, Skopje December 14-16

How can AI help in IVF?, Skopje December 17





GENDER BALANCE

The Symphony Solutions culture is seen by employees as the deciding factor which distinguishes the company from others. Gender balance is part of that culture. Benefits which distinctly appeal to women support gender equality. That's why Symphony Solutions puts a great effort in promoting gender equality and has supported the following events in 2018:

International Women's Day Lviv by WTM, March 16

WTECH Ukraine – Lviv chapter opening, October 10



SHE.

Symphony Solutions continues active participation in events aimed at women. One such event is the SHE. Series, which features prominent women in varied fields and their struggles and successes. SHE is the movement towards the encouragement of the dialogue about equal rights and possibilities in the modern society irrespective of your gender that has been initiated by our company.

All funds gathered at SHE events in 2019 were donated to charity organizations Fundacja Iskierka, NGO “Women’s Perspectives”, Music School by Проект Среќа supporting women and children.



SHE. Talks | Women, IT, Agile – myths and reality, Lviv March 6

SHE. Talks | Women in Tech Research 1.0, Skopje April 2

SHE. Talks | I'm an It woman, what is your superpower?, Rzeszow April 11

SHE. Teens | STEM Girls Rock!, Lviv May 16

SHE. Talks | Can a woman succeed in IT?, Krakow June 12

SHE.&HE. Talks | Design your Career, Rzeszow October 10

SHE. Talks | Women in IT: Challenge or Opportunity?, Skopje December 5

SHE. Transforms | GROW or DIE, Lviv December 14

Rock your Personal Profile and be an Ambassador on LinkedIn, Lviv January 25



SPORTS ACTIVITIES

Since Symphony Solutions is a green company that actively supports a healthy and active lifestyle, this year we decided to take part in few marathons. This way we are dedicated to upbringing healthier and happier nations around the world.

Women Race in Skopje, March 31

Wizz Air Skopje Marathon, May 4

Run the World Lviv Half Marathon, April 14

Molokiya Lviv Half Marathon, June 9

Race Nation in Lviv, August 10

Poland Business Run – Szczyrk, August 24

Run the world 10 km Lviv, September 15

Nova Poshta Half Marathon Lviv, October 12



GENDER EQUALITY IN SPORT

Symphony Solutions has supported IKF European Korfball Championship qualification round that took place in Lviv, Ukraine on November 1-3, 2019.

Korfball is a gender-equal game, which was founded in the early 20th century in the Netherlands by a physical education teacher, to unite and seek out common sports interests among boys and girls.

It's a unique sport because here both men and women play for one team. The rules are somewhat reminiscent of basketball. However, the game is contactless.

[More details HERE](#)



3

Key Aspect

Initiating the change

We initiate a step forward
to those in need

WE INITIATE A STEP FORWARD TO THOSE IN NEED

Symphony Solutions provides help and encourages Symphonians to support people in need. For instance, in 2017 we started to put our focus on orphanages, Lviv Geriatric Center and other centers for people in need. Their smiles are our best reward. Over the years some of the charity events have become a tradition, while we are continually looking for more ways of being helpful.

Our Charity Initiatives

LVIV

- Held charity activities in the office to collect money for people who are battling cancer or need urgent surgeries.
- Joined the initiative to donate to charitable organization "Future of Ukraine".
- Visited and donated to the orphanage "Dobre sertce" in Mylyatyn, Lviv region.

RZESZOW

- Donated money to the Iskierka Foundation
- Helped Kundelek shelter by taking dogs for a walk and by raising money to buy animal food
- Supported organization Szlachetna Paczka and a family in need within the program.

SKOPJE

- Donated money for an urgent surgery
- Donated Halloween Pumpkins to Skopje zoo
- Donated food to Center for people with disabilities - Poraka Skopje
- Donated money for instruments for the first school of children in need

X Gala Ceremony: Art Charity Auction

As a part of our anniversary celebration, we held separate art charity auctions in Skopje, Krakow and Lviv, raising money for the Center for People with Mental Handicap in Macedonia, Foundation ISKIERKA in Poland and Ukrainian art critic and curator battling cancer.

[More details HERE](#)





CHARITY HACKATHON KINDHACK

Supporting the growth and development is a crucial point in moving forward. Great results require professional guidance. Our company hosts events for the good of the community and the educational boost of a young generation of programmers on regular basis. This year we held Hackatons in two locations: Lviv and Skopje offices.

[**6-7 April – Kindhack, Lviv**](#)

[**23-24 November – KindHack, Skopje**](#)

The idea of this initiative is to work intensively for 2 days on social projects aimed at improving the life of the community. Pursuing the goodwill and great ideas, the participants combined their efforts in a very dynamic collaboration.

Seeing the positive impact of work and the impressive involvement of people and resources we have witnessed we are motivated to expand the geography of KindHack. Since Symphony Solutions has its offices in three countries: Ukraine, Macedonia and Poland we will get together and build the network of kindness in the future.



PROJECTS SUPPORTED DURING LVIV HACKATHON

[more details HERE](#)

- **PlastApp** – iOS and Android application for Ukrainian scout organization Plast for better integration and onboarding of new members.
- **Guild of teachers** – a platform for cooperation and knowledge sharing among the teachers of Ukraine.
- **Christian Mobile Medical Team** – a newly redesigned website for a charity organization.
- **Helpmap.io** - interactive map with donation locations to charities in different cities.
- **Gallery of scenography** – a new website that hosts portfolio of artists-scenographers, information about events and news of the organization.
- **Volunteer hub** – a website that helps volunteers search, choose and take part in charity initiatives and helps organizations find volunteers.
- **Vpershe** - a game about the experience of LGBTI people in the city.



PROJECTS SUPPORTED DURING SKOPJE HACKATHON

- AlzheimerPlus - a mobile application that would be an educational and helpful tool for those caring for the sick.
- KRVODARITEL - a solution that facilitates communication with blood donors from Macedonia
- Umbrella a website which will facilitate the way of ordering food and drinks at restaurants for people with intellectual disabilities.
- SmartUp - Social Innovation Lab - development of educational games for kids.



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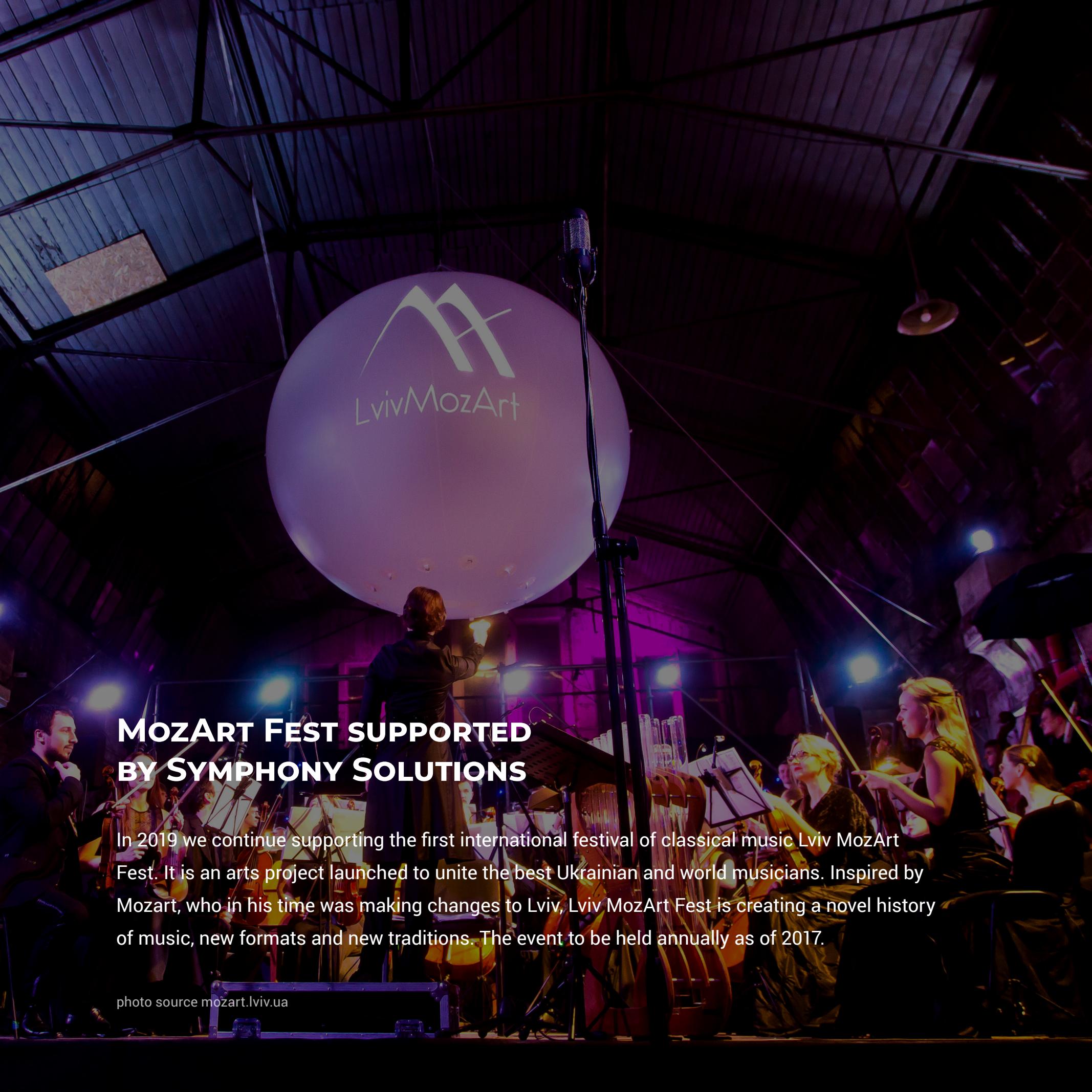
Key Aspect

Inspiring others

Inspired by beauty.
Music and art is in our DNA

WE HAVE GREAT PASSION FOR ART AND MUSIC

Artistic approach is reflected in our corporate culture and motto “**We are not different in WHAT we do but in HOW we do IT.**” Everything that is made with passion and out of passion is a field of our interest. That’s why Symphony Solutions is a frequent partner of concerts and cultural events.



MOZART FEST SUPPORTED BY SYMPHONY SOLUTIONS

In 2019 we continue supporting the first international festival of classical music Lviv MozArt Fest. It is an arts project launched to unite the best Ukrainian and world musicians. Inspired by Mozart, who in his time was making changes to Lviv, Lviv MozArt Fest is creating a novel history of music, new formats and new traditions. The event to be held annually as of 2017.

photo source mozart.lviv.ua

SUPPORTING INSO-LVIV ORCHESTRA

Symphony Solutions has been supporting youth academic symphony orchestra INSO for the last 8 years.

Classical music is very dear to the company, as our approach to work has much in common with the symphony musical orchestra. Just like an orchestra sounds complete when putting all passion into the performance, we make a difference with the passion we put into our work every day.

INSO-Lviv Orchestra (International Symphony Orchestra) was founded in 1998. The orchestra is a bearer and promoter of the idea of peace, in its projects the orchestra fulfils the key mission of cultural diplomacy due to the uniting power of music. Annually INSO-Lviv sets on concert tours in Europe. Its tour geography has also expanded as far as Colombia and China. INSO-Lviv is a bright palette of emotions which the musicians share generously with the audience while implementing its artistic and educational mission, as well as the one of cultural diplomacy.



5

Key Aspect

Building Intimacy

We build relationships while defending diversity, transparency, and care for our colleagues.

Symphony Solutions is a company which is **COOL TO WORK FOR.**

We put great efforts in making our employees feel comfortable and protected at their workplace. Among benefits, perks and wellness services provided by the company, there are:

COMFORTABLE GREEN DUTCH STYLED OFFICE

Each Symphonian has 12 square meters of the green space and one plant.





LANGUAGE SCHOOL

In Ukraine, Macedonia and Poland, we've got an international team of teachers who have high qualifications including certificates recognized worldwide (CELTA). English classes are free for all Symphonians.

[watch video](#)

LOYALTY PROGRAMME

Loyalty is rewarded. Each anniversary of being a Symphonian, our colleagues get special gifts from the company. Symphonians who stayed with the company for more than five years have a weekend trip to Amsterdam. 10 years - a trip to New York.

SYMPHONY ACADEMY

Symphony Academy creates opportunities for constant learning at technical and non-technical training, knowledge sharing and external events. It provides Symphonians with a rich menu of technical and non-technical trainings, workshops, supports their participation in external events and encourages knowledge sharing with colleagues. Every Symphonian gets a significant amount of billable time per year for learning and development.



NURSERY ROOM

Parents who can't leave their children at home can bring them to the office

[watch video](#)

MEDICAL CARE

Symphony Solutions offers free corporate doctors services for all Symphonians

[watch video](#)



OPPORTUNITIES FOR PERSONAL DEVELOPMENT

We provide free private psychological consultations with a qualified therapist for all those Symphonians, who are interested. Once per year, we conduct Annual Spiritual Sessions with experienced gurus. Also, we have a Personal Color training, so that all of us learn to understand ourselves and each other better.

[watch video](#)

[Visit our website](#) to learn more about other benefits





About Us

Symphony Solutions is a Cloud and Agile Transformation company, headquartered in Amsterdam, the Netherlands, and Boston, the USA with delivery centers in Ukraine, Poland, Macedonia, and the Netherlands. Founded in 2008, the company is now 600 people with over 35 international clients, primarily in Western Europe and North America. A Boston office was recently opened to better accommodate American clients.

As an Agile transformation company, Symphony Solutions' management style goes beyond the development teams to all the support functions, such as the Leadership Team, HR, Marketing, Finance, and Administration. Company's dedication to Agile led to opening Agile Certification Center.

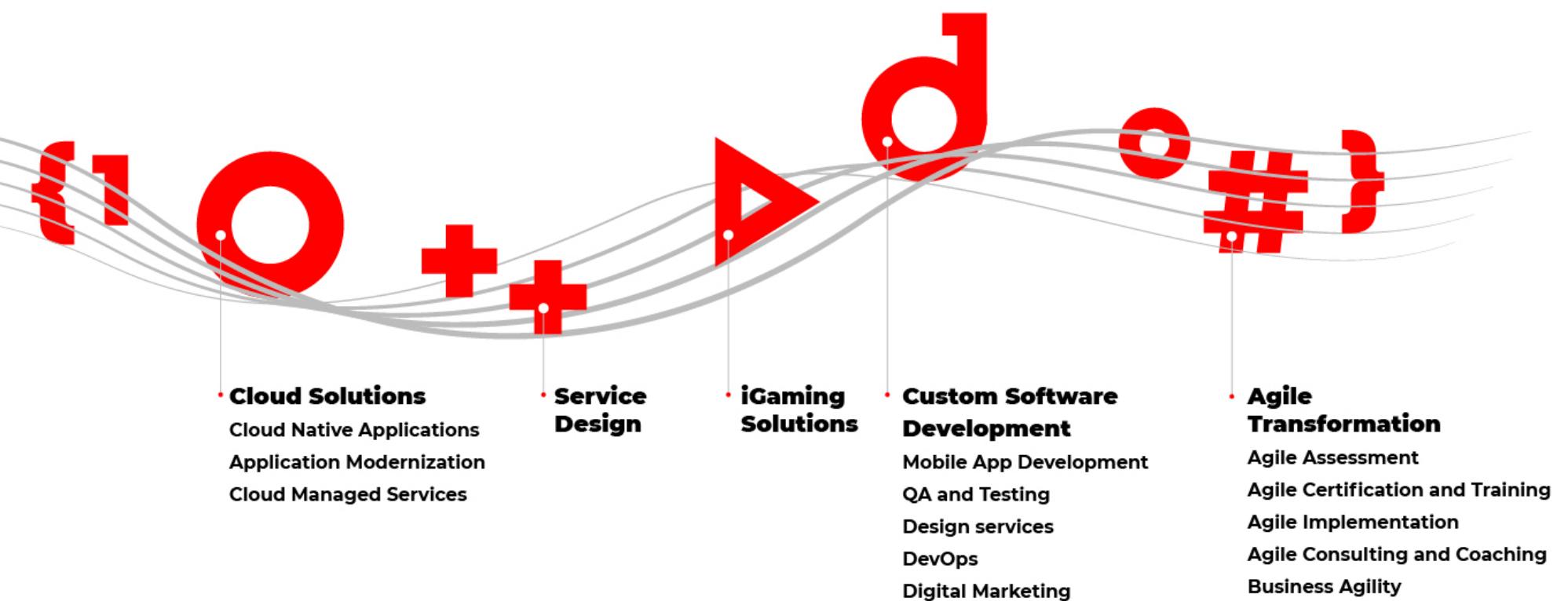
[View our history in timeline](#)



Milestone dates

- **2019** – Opened Headquarters office in Boston, USA
 - One of the 20 Most Promising DevOps Solution Providers of 2019 by CIOReview
 - Named Top Software Developer in Amsterdam for 2019 by Clutch
 - New branding and a new Corporate website launched
- **2018** – 500 people reached
- **2018** – Among Insights Success “20 Most Admired Companies to Watch in 2018”
- **2018** – Silicon Review - “50 Best workplaces of the Year 2018”
- **2017** – Opened fourth delivery center in Krakow, Poland
- **2017** – Agile Transformation Company of the year by the Technology Headlines
 - 50 Best Workplaces to Watch in CIO Bulletin 2017
- **2016** – Among the 20 Most Promising Quality Assurance Solution Providers by CIOReview
 - One of the 20 Most Promising Java Development Solution Providers by CIOReview
- **2016** – 300 people reached
- **2015** – Opened a third delivery center in Skopje, Macedonia
- **2015** – 200 people reached
- **2014** – Opened a second deliver center in Rzeszow, Poland
- **2013** – 100 people reached
- **2008** – Symphony Solutions was founded in Amsterdam, The Netherlands and first delivery center in Lviv, Ukraine opened

Our Services



Our Recognition

20 MOST PROMISING
DEVOPS
SOLUTION PROVIDERS - 2019



CIO Review 20 MOST PROMISING
Quality Assurance
SOLUTION PROVIDERS - 2016

CIO Review 20 MOST PROMISING
Java Development
SOLUTION PROVIDERS - 2016



2019 - one of the 20 Most Promising DevOps Solution Providers of 2019 by CIOReview

2019 - named Top Software Developer in Amsterdam for 2019 by Clutch

2018 – Among Insights Success “20 Most Admired Companies to Watch in 2018”

2018 – Silicon Review - “50 Best workplaces of the Year 2018”

2017 – 50 Best Workplaces to Watch in 2017 by CIO Bulletin

2017 – Agile Transformation company of the Year by The Technology Headlines

2016 – one of the 20 Most Promising Java Development Solution Providers 2016 by CioReview

2016 – among 20 Most Promising Quality Assurance Solution Providers 2016 by CioReview

Values and Culture

WHAT MAKES US SYMPHONY SOLUTIONS

At Symphony Solutions we grew a unique culture, which is built on Agile principles, mutual trust, and respect. Agility is the integral part of our organization, and we incorporate its principles in every sphere of corporate life, starting with the leadership teams and up to the latest junior hires.



xxx
Old Amsterdam

Live Music
Sundays

WHY SO SPECIAL?

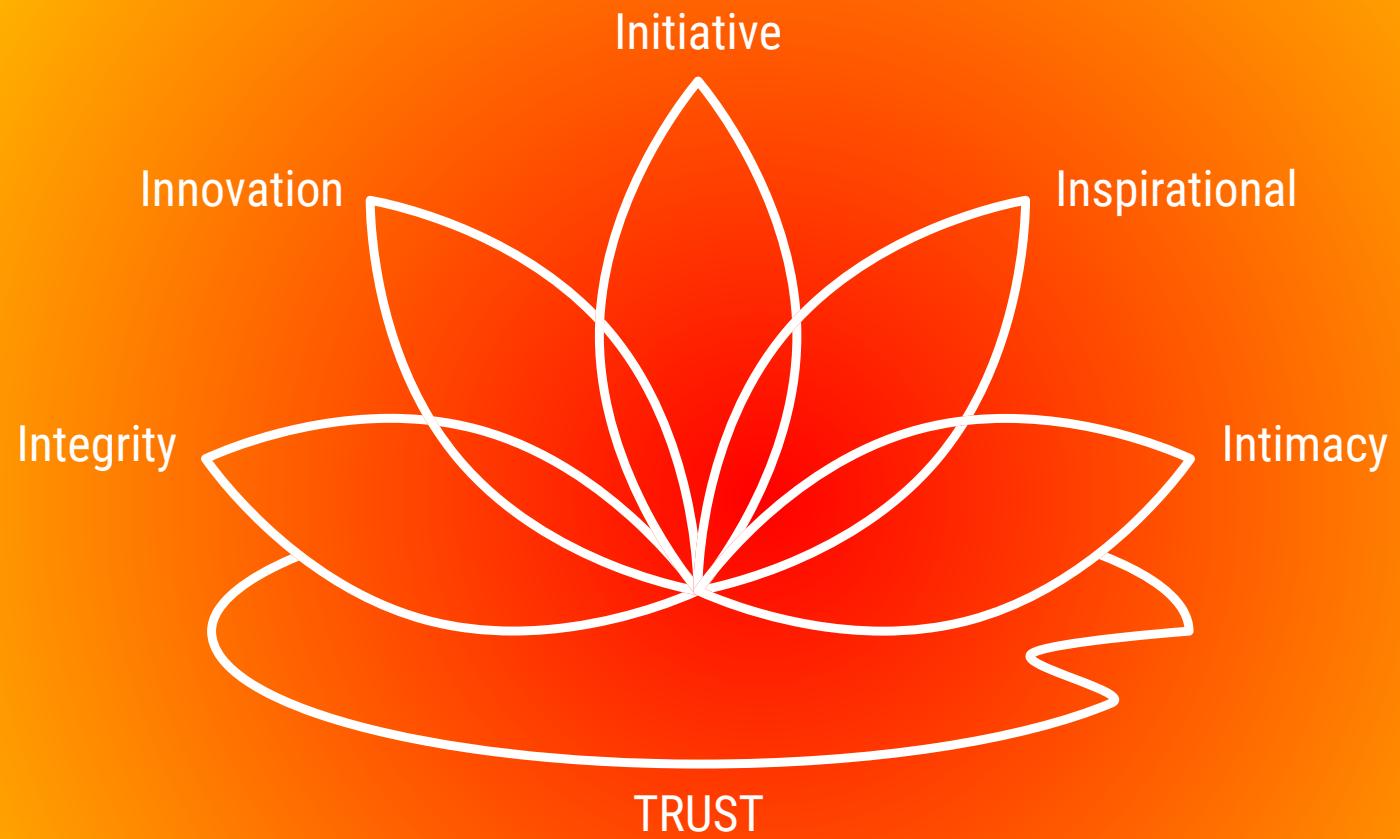
- Flat organization
- Eliminated management layers where it possible
- Open space
- No special rooms, cubicals, or other workplace privileges for senior Symphonians
- Unique Dutch office
- Unified look and atmosphere in all offices, which design is inspired by a small Dutch village Zaanse Schans
- Tools for personal and professional growth
- 40 billable hours per year for trainings and education
- In-house trainings by Symphony Academy
- Employee care. Perks & benefits for comfortable and fulfilling life



Values

**“Find people who share your values,
and you’ll conquer the world
together.”**

John Ratzenberger



**SYMPHONY VALUES are in the DNA of our organization
and the guide for our everyday behaviour.**

