Sombra®

Corporate social responsibility



Our
initiatives



Report 2024-2025

About Sombra Today

(2024-2025)



Sombra is a global software development and consulting company working with clients in the United States, Canada, the United Kingdom, Europe, and India.

Founded in 2013, Sombra brings together 400+ professionals in Ukraine and Colombia. We deliver technology solutions for fintech, healthcare, e-commerce, logistics, energy, telecommunications.

Our teams work with modern technologies including cloud platforms, data solutions, automation, AI, and Salesforce, supported by our AI Lab initiatives, helping clients build reliable systems, long-term partnerships, and sustainable growth.

We believe technology should create real value for businesses and society. For us, this means delivering high-quality solutions while acting responsibly toward people, communities, and the environment.

Our mission is to transform tech challenges into success stories

Our company culture is guided by five core values that shape how we work and interact with others.



CSR Philosophy & Approach

Corporate social responsibility is a key part of our business. We are sure that a responsible company creates value for clients, employees, partners, and society.

Our CSR efforts focus on long-term impact by supporting people, strengthening communities, and reducing our environmental footprint.

We see CSR as a mindset that shapes our decisions, culture, and daily work, not as a separate function.

Message from CEO

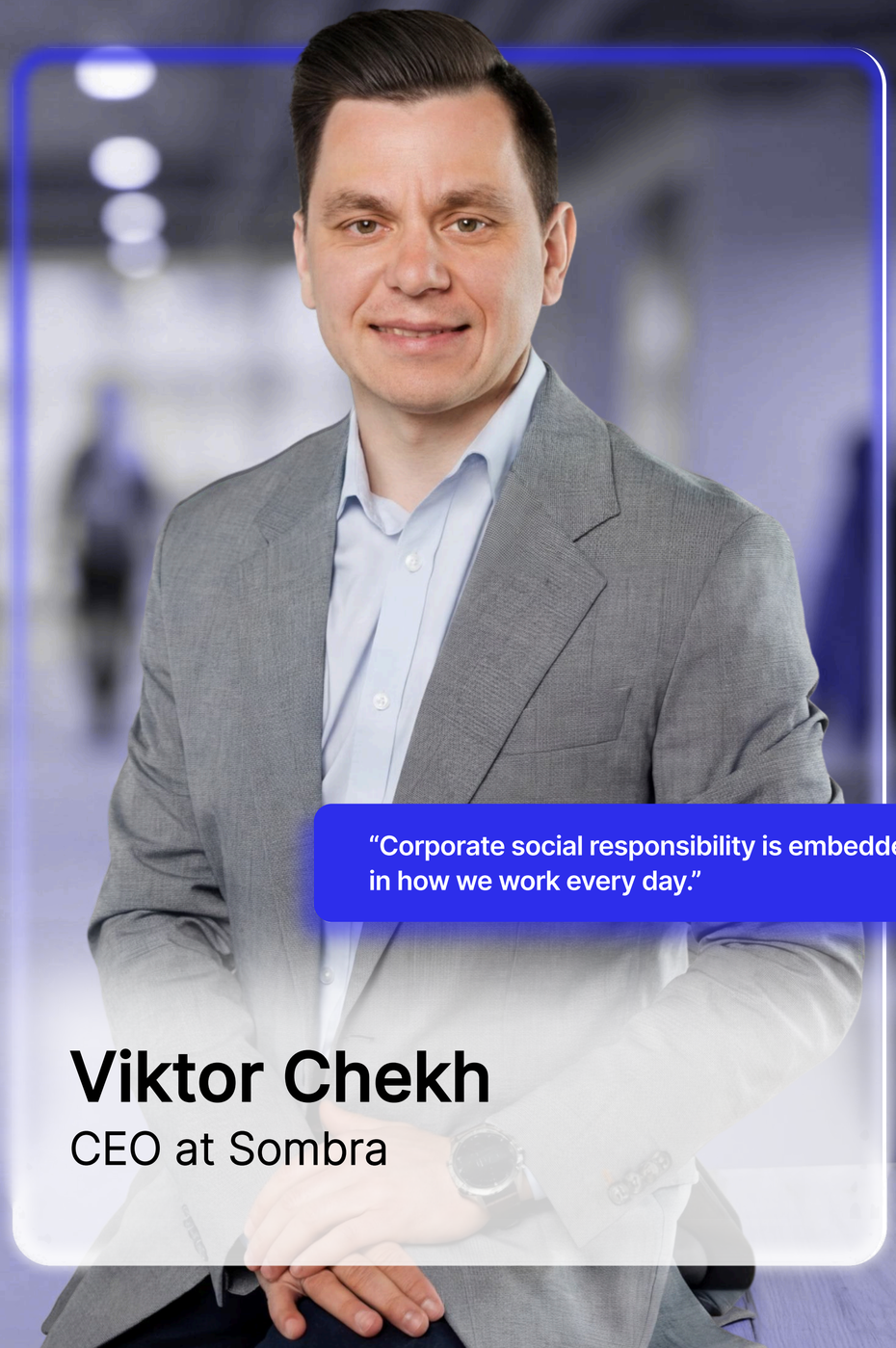
“In recent years, Sombra has grown and evolved within a world shaped by constant change and uncertainty.”

Although we work in technology, we understand that our impact goes far beyond software and business results. Every decision we make affects people, teams, communities, and the environment. We see our responsibility in delivering strong solutions for clients and contributing to the places where we work and live.

This includes supporting education, partnering with universities such as Lviv Polytechnic, and helping young people gain practical skills and real industry experience.

Corporate social responsibility is integrated into how we think, operate, and build long-term value.
I am proud of our teams and grateful to everyone who contributes to both company growth and meaningful social impact.

“We believe business should create value for clients and for society.”



“Corporate social responsibility is embedded in how we work every day.”

Viktor Chekh
CEO at Sombra

Commitment to Global Standards & Sustainable Development

Corporate social responsibility is aligned with global standards and international commitments here.
In 2025, we joined two United Nations initiatives supporting responsible business and inclusive growth.

Global Compact Network Ukraine

Sombra became a member of the UN Global Compact in Ukraine and committed to follow the Ten Principles in: human rights, labour standards, environmental responsibility and anti-corruption.

UN Global Compact in Ukraine

We also support the United Nations Sustainable Development Goals (SDGs) and focus on eight priority goals:

SDG 3	Good Health and Well-being
SDG 4	Quality Education
SDG 5	Gender Equality
SDG 8	Decent Work and Economic Growth
SDG 9	Industry, Innovation and Infrastructure
SDG 10	Reduced Inequalities
SDG 12	Responsible Consumption and Production
SDG 16	Peace, Justice and Strong Institutions

UN Women’s Empowerment Principles (WEPs)

We joined the UN Women’s Empowerment Principles (WEPs), supporting gender equality, diversity, and inclusive practices.

WEPs guide us in:

- creating fair and inclusive working conditions
- supporting leadership opportunities for women,
- ensuring equal access to development and growth,
- building a culture based on respect, safety, and trust.

Fairness, safety, and respect are essential for people to do their best work. Supporting equal opportunities helps create teams where different experiences and perspectives can grow together.



Success through numbers



13
years on the market

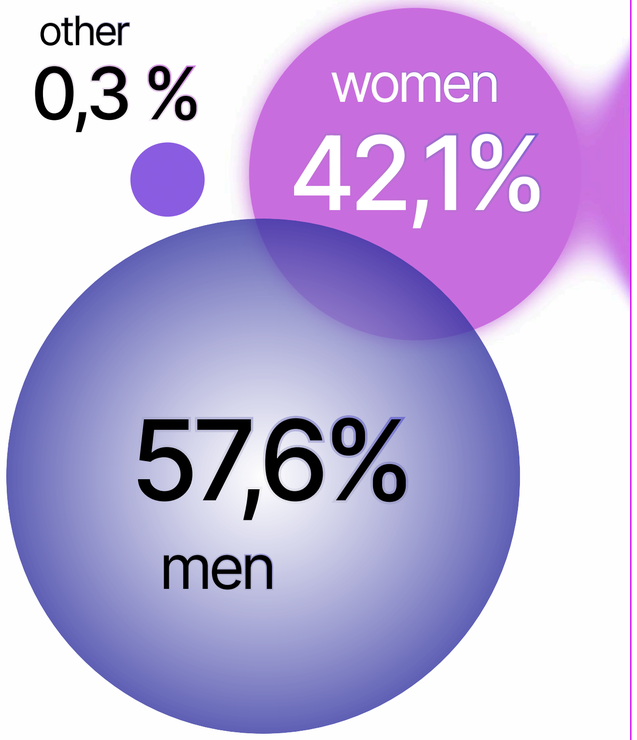
45+
active clients

79
NPS

4
primary delivery centres in Ukraine and Colombia

400+
employees globally

Gender breakdown



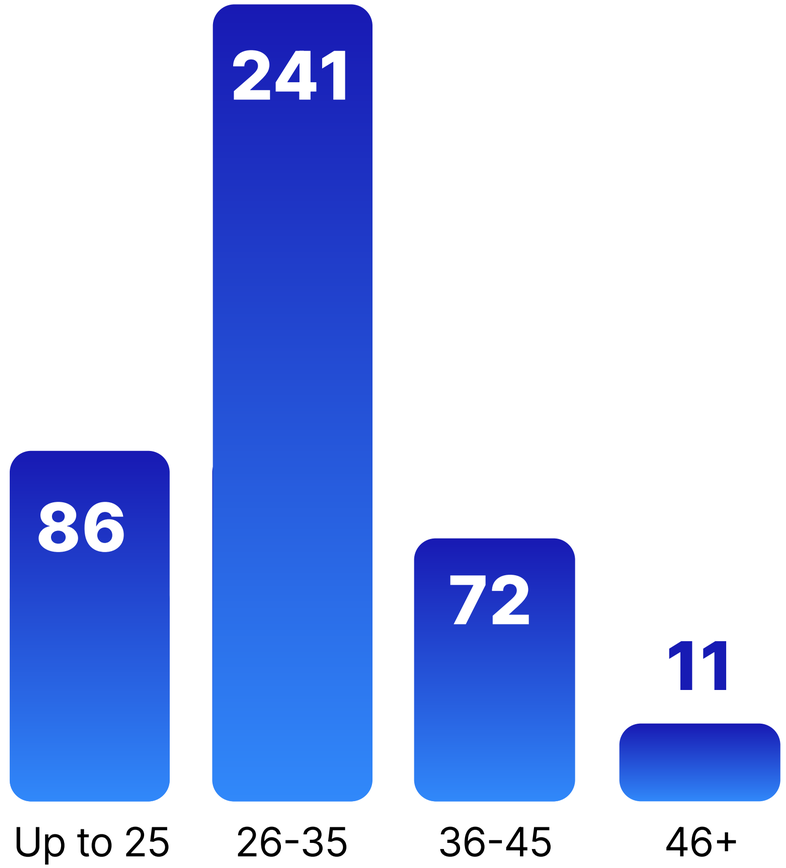
Leadership diversity

Managers total **58**

Women **33**

Men **25**

Age breakdown



From Mission to Action

Our mission and values guide both approach to work and our role in society. We focus corporate social responsibility on practical initiatives that address real needs and create measurable impacts.

Where We Create Impact

People & Well-being

Education & IT Growth

Environmental Impact

Community Impact

Sombra for Ukraine Charity Fund

People & Well-being



We support the physical, mental, and social well-being of our employees by promoting active lifestyles, mental health awareness, inclusive practices, and a supportive workplace environment.

- Sports and active lifestyle programs
- Mental health and well-being awareness initiatives
- Flexible work and work-life balance
- Inclusion and support for veterans and vulnerable groups
- Internal communities and employee clubs
- Benefits, insurance, and family support programs

People & Well-being

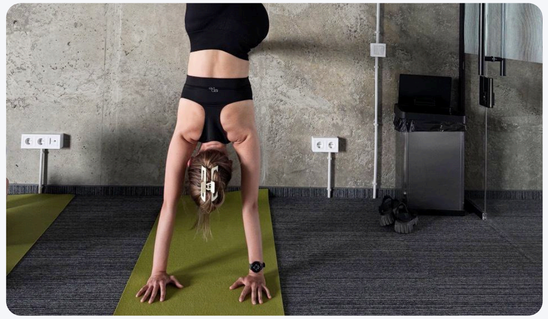
We support the physical, mental, and social well-being of our employees by promoting active lifestyles, mental health awareness, inclusive practices, and a supportive workplace environment.

1,000+ km



run by employees

100+ hours



of fitness activities

260 participants



joined yoga sessions

5 running marathons



in Ukraine and Colombia

5



sports challenges

160 participants



in challenges

150+ employees



joined well-being awareness initiatives

Physical health & active lifestyle

We encourage employees to stay active through sports initiatives, community activities, and wellness programs.

- Weekly yoga sessions
- Sombra Run Club
- Participation in running events and sports challenges
- Sombra Football Team — First League Cup winner (Lviv IT League, 2024)
- Outdoor team activities such as hiking, SUP boarding, and climbing
- Healthy food at the office

Employees can also use sports compensation benefits for gym memberships, training, and sports equipment.

Mental health & emotional support

We promote a supportive work environment where employees feel safe discussing challenges and taking care of their mental well-being.





- **Well-being Month initiatives focused on burnout prevention, mindfulness, and energy management**
- **Women’s and Men’s Health Month promoting preventive care and healthy habits**

These initiatives engaged

150+ employees

Inclusion & support for veterans and vulnerable groups

Psychological support groups for families of active-duty soldiers (launched in 2025)

Diversity & Inclusion audit conducted by NGO All Together Jobs, aligned with ISO 30415:2021

Partnership with Veteran Hub supporting veterans and their families

First-aid and tactical medicine training with military medics

Supporting veterans, people affected by war, and vulnerable groups is part of our everyday work through inclusive policies and partnerships.

Our offices are designed to be inclusive and comfortable, including baby-changing stations and pet-friendly features.

Internal community & clubs

Here we have internal communities that help employees connect beyond daily work.

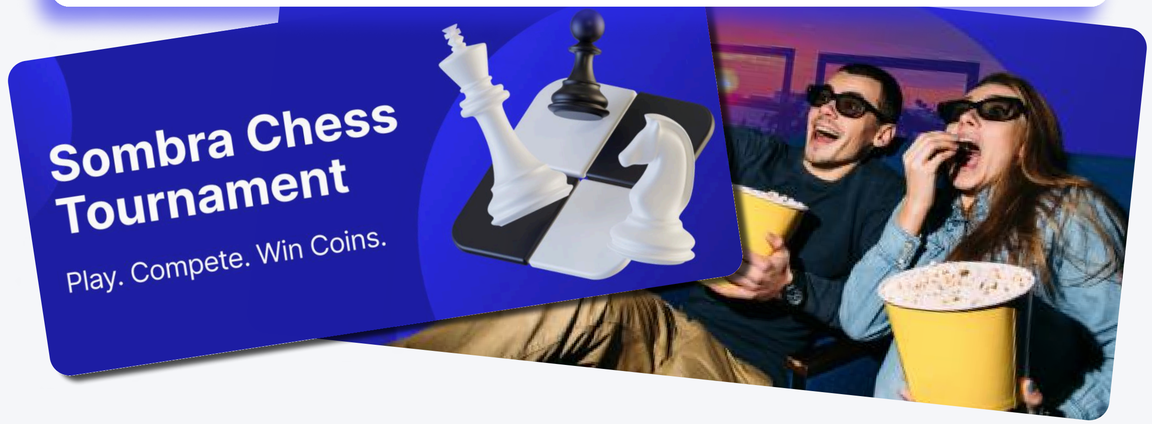
They help strengthen team relationships and reduce stress.





quizzes and board games

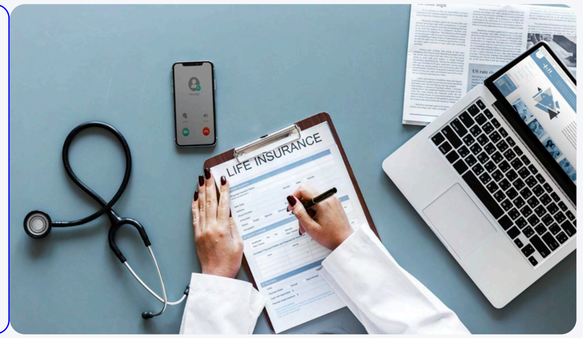
chess and social activities



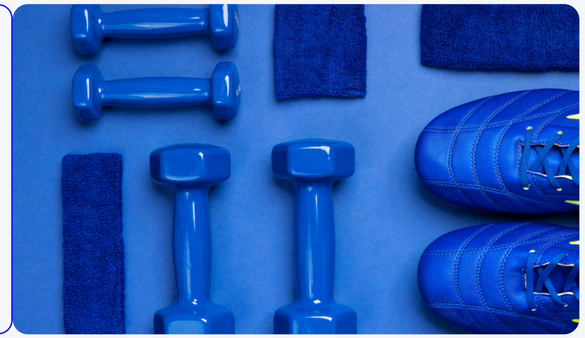
Health support benefits, insurance

We believe a healthy work environment starts with supporting people’s well-being and flexibility.

health insurance and medical consultations



sports compensation benefits



flexible work formats (remote, office, hybrid)



referral programs and corporate events



Education & IT Growth

We work with students, universities, and the tech community to support education, knowledge sharing, and the development of future IT professionals.

Key education initiatives

- Tech community knowledge sharing sessions
- Internal Learning & Development programs
- Language School for employees
- Student initiatives and early career support
- Hackathons and technology competitions
- Open Door Days and career guidance sessions
- IT Next Generation university partnership program

Education in numbers

90+
tech community sessions

32+
internal courses

24+
webinars and educational events

3200+
classes in English, Spanish & Ukrainian

384
students in IT Next Generation Sombra's Project

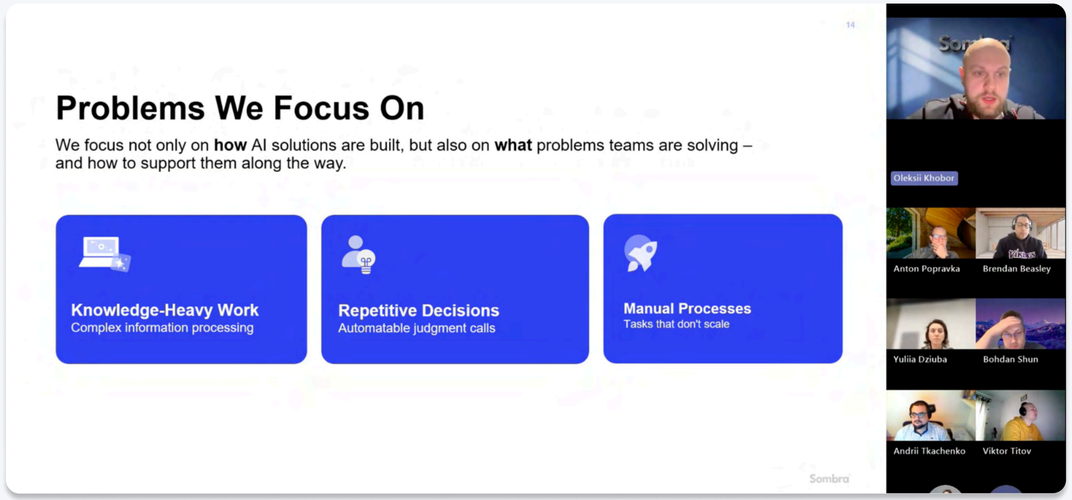
30
Sombra mentors and lecturers

9
Open Door Days in Sombra offices

Tech community

Engineers come together through the tech community to share knowledge and practical experience.
The community has organised 90+ learning sessions, helping teams exchange practical experience and strengthen technical expertise.



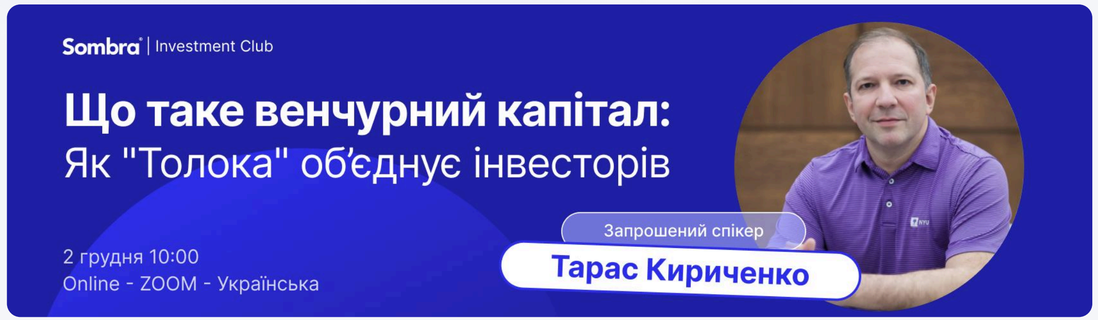


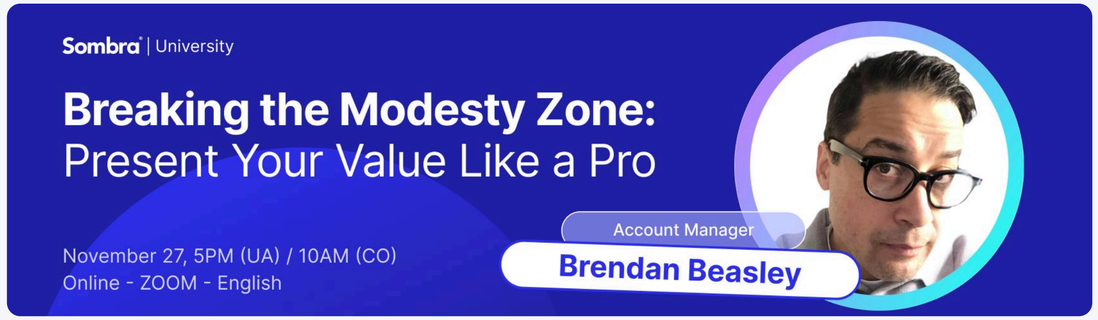
Learning & Development (L&D)

Our L&D team organises internal courses, webinars, and training programs to support professional growth and help employees stay up to date with modern technologies.

32+ internal courses

42+ webinars





Language School

Internal Language School supports communication and cultural exchange through English, Spanish, and Ukrainian classes.

Language School in numbers

2024	1500+	classes English & Spanish
2025	1700+	classes English, Spanish & Ukrainian
1,500+		language level tests and English checks for candidates





Student engagement initiatives

We collaborate with universities, student organisations, and educational platforms to introduce young people to careers in IT.



Key initiatives include:

IT Future Fest — engagement with
7,000+ students

ICPC 2025 competition (Ivano-Frankivsk region)
26 student teams

9 Open Door Days
in Kyiv, Lviv, and Ivano-Frankivsk

In 2024–2025, Sombra was recognised **by Stud-Point as one of the Top 25 Employers Open to Youth in Ukraine.**

IT Next Generation Sombra’s Educational Program

IT Next Generation is our long-term educational program developed in partnership with **Lviv Polytechnic National University – Institute of Computer Science and Information Technologies – Department of Software Engineering.**

384 students

30 Sombra mentors and lecturers

19 student groups

42 lectures

174 practical sessions

The program bridges the gap between academic education and real industry needs, giving students hands-on experience with real projects and teams.

Students learn directly from practicing engineers, managers, analysts, designers, and HR specialists working with international clients.

Sombra® + Національний університет Львівська політехніка 1816 Litteris et Artibus



The program focuses on:

practical skills

engineering culture

teamwork

understanding how modern IT companies work

Part of the training takes place in Sombra offices, allowing students to experience real working environments.



Program tracks

Team Software Development Practicum (Bachelor level)

Focus: technical basics, teamwork, development processes, and engineering culture.

Innovation & Entrepreneurship in Software Engineering (Master's level)

Focus: business models, IT market, leadership, startups, and product thinking.

Environmental Impact

2,500 trees
planted in Ukraine and Colombia



2,400 kg
of coffee grounds recycled



600+
eco cups produced from coffee waste



890 kg
of plastic recycled



1,700 kg
of glass recycled



600 kg
of paper recycled



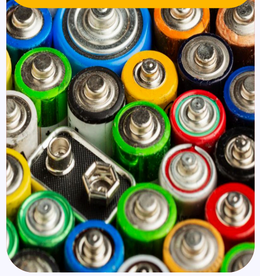
320 kg
of recycled fabric used for merch



82 kg
of recycled plastic turned into hammocks and shoppers



54 kg
of batteries recycled



200+
employees involved in sustainability initiatives



We believe environmental responsibility starts with everyday actions — responsible resource use, recycling, and practical sustainability initiatives.

Key environmental initiatives:

- Tree planting initiatives
- Office waste sorting and recycling
- Coffee grounds recycling and circular production
- Sustainable merchandise from recycled materials



Community Impact

At Sombra, many community initiatives are driven by employees themselves. Through volunteering, charity projects, and partnerships, our teams support local communities and contribute to positive social change.



25 employees donated blood over the last two years



450+ children supported through the Sunflower Project



600+ clothing items donated to hospitals

Support for local communities

Teammates support local communities through social and humanitarian initiatives focused on helping children, elderly people, and vulnerable groups.

Key initiatives include:

- Cooperation with Plast, a Ukrainian youth organisation promoting education and leadership
- support for VBRANI, a social business employing elderly people through handmade clothing and accessories

VBRANI



- **Easter Basket** a volunteer initiative where employees collect essential items, prepare care packages, and visit elderly people in geriatric centres to provide support and human connection.

150+ people supported	support for elderly people in geriatric centres



Employee volunteering

Helping others is part of everyday team initiatives. Employees support communities through blood donation drives, humanitarian aid collection, and social volunteering. Teams also prepare handmade trench candles for military personnel during winter.



Health and safety awareness

We organise training sessions on first aid and mine safety, helping employees learn how to respond to emergencies and provide basic assistance.



Support for children affected by war

We support several initiatives helping children affected by the war.

Project Sunflowers

Sunflower Project — support for a charity camp for children whose parents were killed or went missing during the war

450+ children supported

Children of Heroes
Charity fund

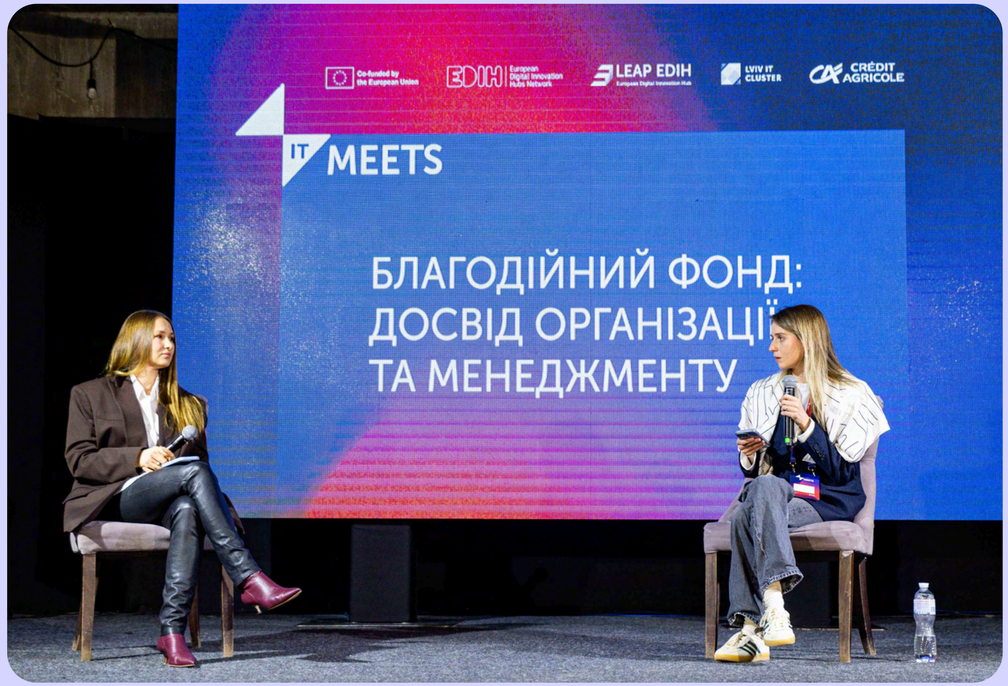
Children of Heroes Foundation — support for recovery camps for children who lost their parents

2400$
donated to the Children of Heroes initiative

Sombra donated, and employees also contributed through personal donations and internal recognition points.

Sombra for Ukraine charity fund

Sombra for Ukraine Charity Fund was founded in 2023 in response to the full-scale war in Ukraine. What started as spontaneous employee initiatives quickly grew into a structured and long-term social mission.



This fund based on responsibility, solidarity, and the decision to act when it truly matters. We believe that businesses cannot stay aside in times of crisis. It must use its resources, people, and influence to support those who need it most.

Sombra for Ukraine unites employees, partners, and clients around a shared goal: to support the military, help civilians, and contribute to Ukraine’s resilience and recovery.

Today, the fund works across four key directions:

Humanitarian Aid

Sombra Lifeline Drive

Military Aid & Equipment

Cooperation with funds and partners

Total assistance provided:

2024	**$375,689**
2025	**$406,399**



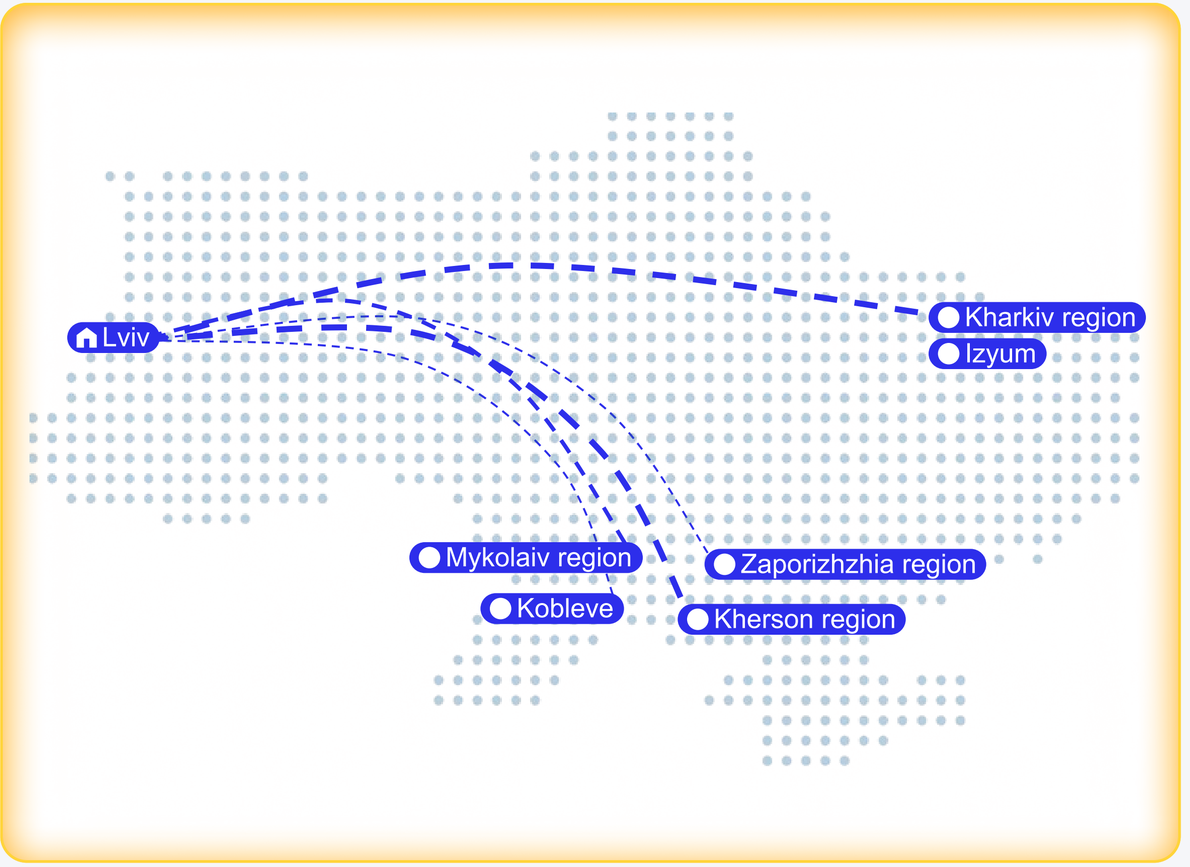
Humanitarian Aid

We organise regular humanitarian missions to frontline and de-occupied regions, delivering essential supplies to civilians.

Humanitarian missions covered regions including Kharkiv, Mykolaiv, Kherson, Zaporizhzhia, Koblevo, and other frontline communities.















Humanitarian aid

(2024–2025)

163 tons	of food, hygiene products, clothing, and toys delivered
48,000+	people supported
90	humanitarian buses delivered
4,840 gifts	for children in frontline and de-occupied regions
$177,865	total humanitarian aid value

Sombra Lifeline Drive

Is one of the fund's most impactful projects. It’s mission is to provide vehicles for military units operating in high-risk zones.

62	**vehicles delivered** (pickups, buses, off-road vehicles)
$394,522	**aid value**





On the frontline, mobility saves lives. Vehicles are needed to evacuate wounded soldiers, deliver equipment, transport units, and respond quickly to threats. Vehicles support evacuation, logistics, and mobility for military units on the frontline.

Equipment & other military aid





122	Aerial Vehicle Systems	90.4K $
29	Communication & Warfare Systems	41.7K $
108	Devices (for work & operations)	30.1K $

Day for Defenders

Every year on **October 1**, Sombra holds an internal initiative where the company works for one day and transfers all earned income to support the Armed Forces.

Funds raised through this initiative helped provide **vehicles, aerial systems, and essential support equipment for field operations.**

Recovery and reconstruction

Together with Lviv IT Cluster, Sombra supported the reconstruction of residential buildings damaged by missile attacks in Lviv, helping restore homes and infrastructure for affected families.

Charity auctions & internal fundraising

We regularly organize internal charity auctions and fundraising events during corporate activities to support military units and humanitarian missions.

Cooperation with funds and partners

Sombra works with trusted Ukrainian and international partners to scale humanitarian and military support.

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