



 **SYMPHONY
CARE 2023**



**We share
because We care**

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Why Symphony Care?

The year 2023 for Symphony Solutions was marked with us continuing our unwavering support for the people of Ukraine caught up in a war of aggression forced on their sovereignty by Russia. Our charity initiatives are a result of our strong stance as a company, as well as numerous personal initiatives by Symphonians.

Our Social Corporate Responsibility Program – Symphony Care – remains true to our values, reflecting our evolution as we shifted to a fully remote model and adapted many of our usual activities to suit our new virtual community.



1 KEY ASPECT



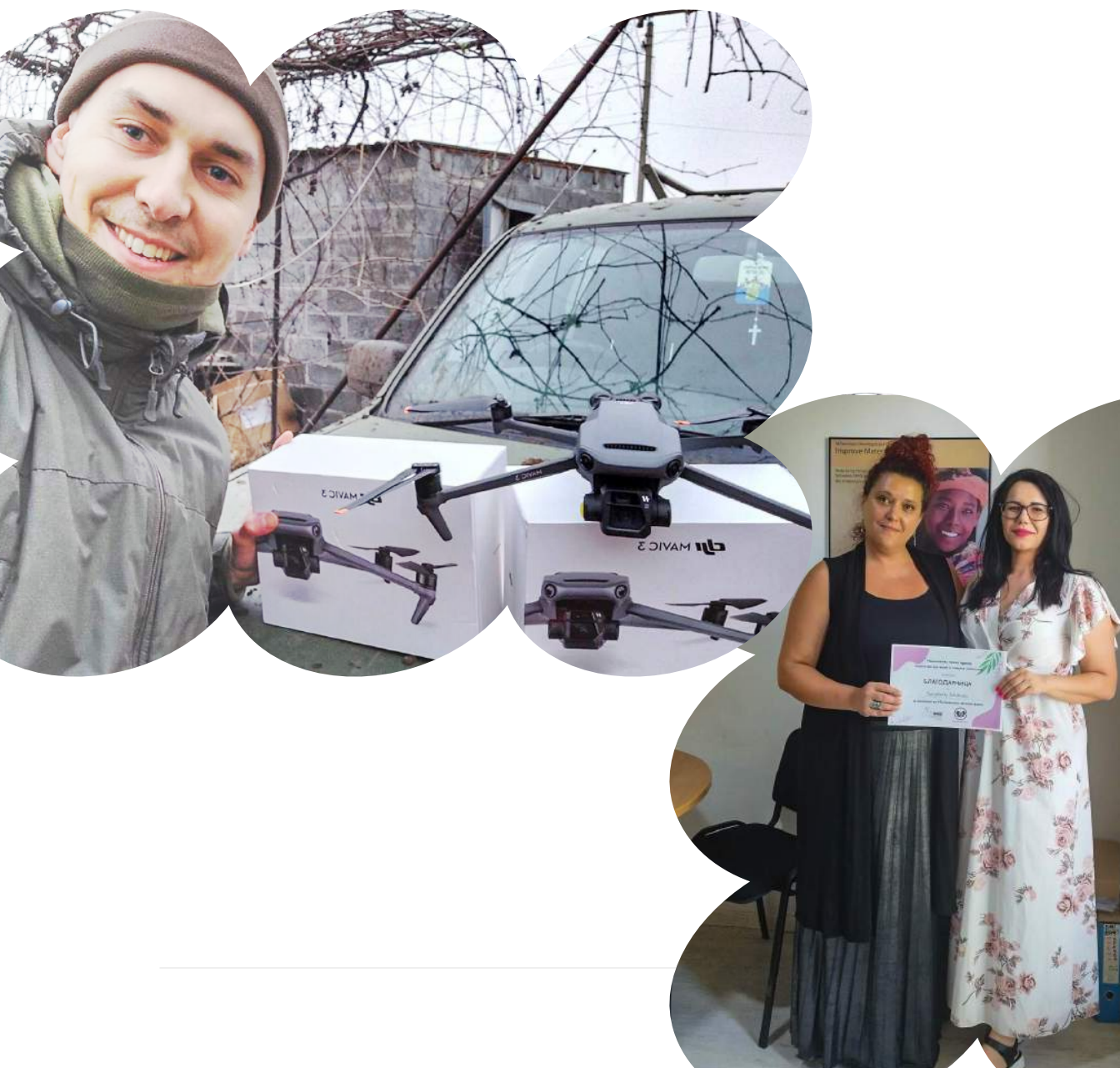
Our Charity Initiatives

We step up for those in need

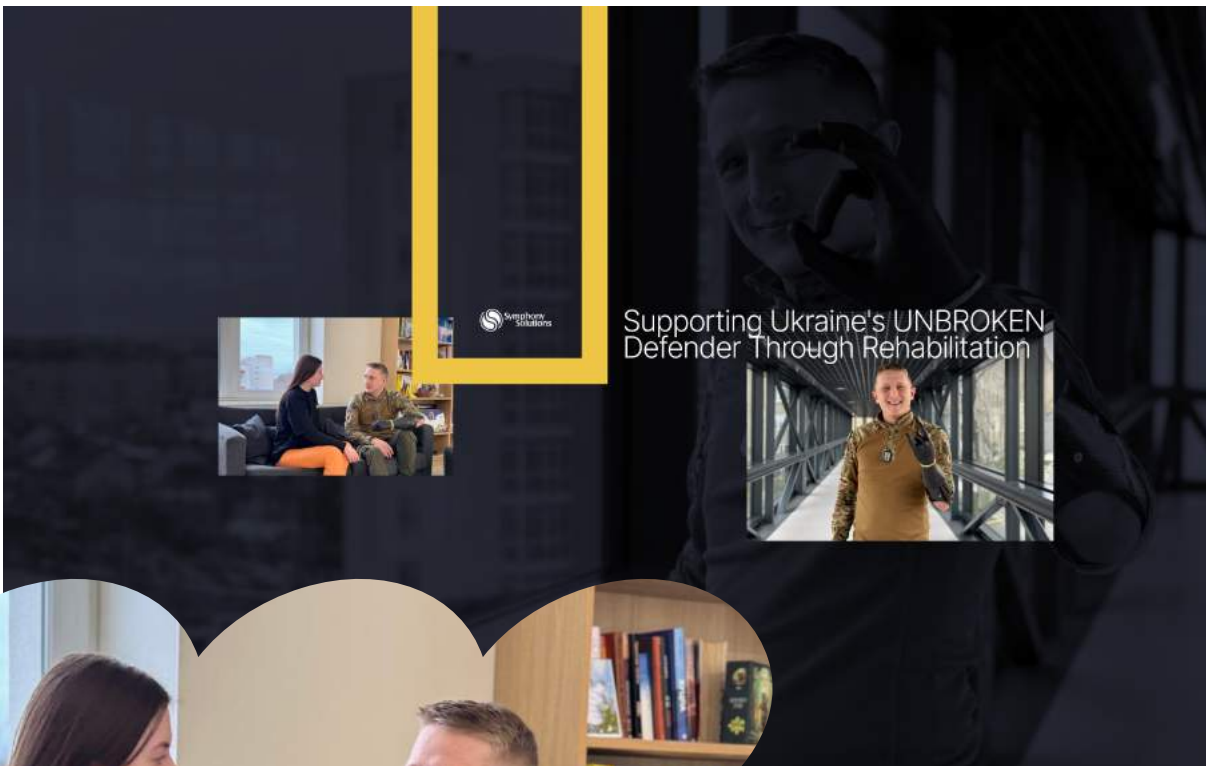
Unity In Action

Supporting Ukraine through the war has been a major focus of our 2023 charity activities. On company level, Symphony Solutions was able to support numerous large-scale projects, from the Stand by Ukraine charity foundation to close cooperation with the Angel Fund and UNBROKEN rehabilitation center. However, our help went beyond that, as many Symphonians were determined to step up in their personal contributions and initiatives.

While the focus on Ukraine remains strong, we always remember our global commitment to supporting gender equality, education, and much more.



As part of our collaboration with the Unbroken Rehabilitation Center in Lviv, Symphony Solutions continues its mission of supporting injured Ukrainian defenders. This is the story of the serviceman Ruslan Kapusta with the call sign 'The Sailor.' Despite losing his hand while in Bakhmut, Ruslan is now ready to return to the frontlines with his new prosthetic hand.



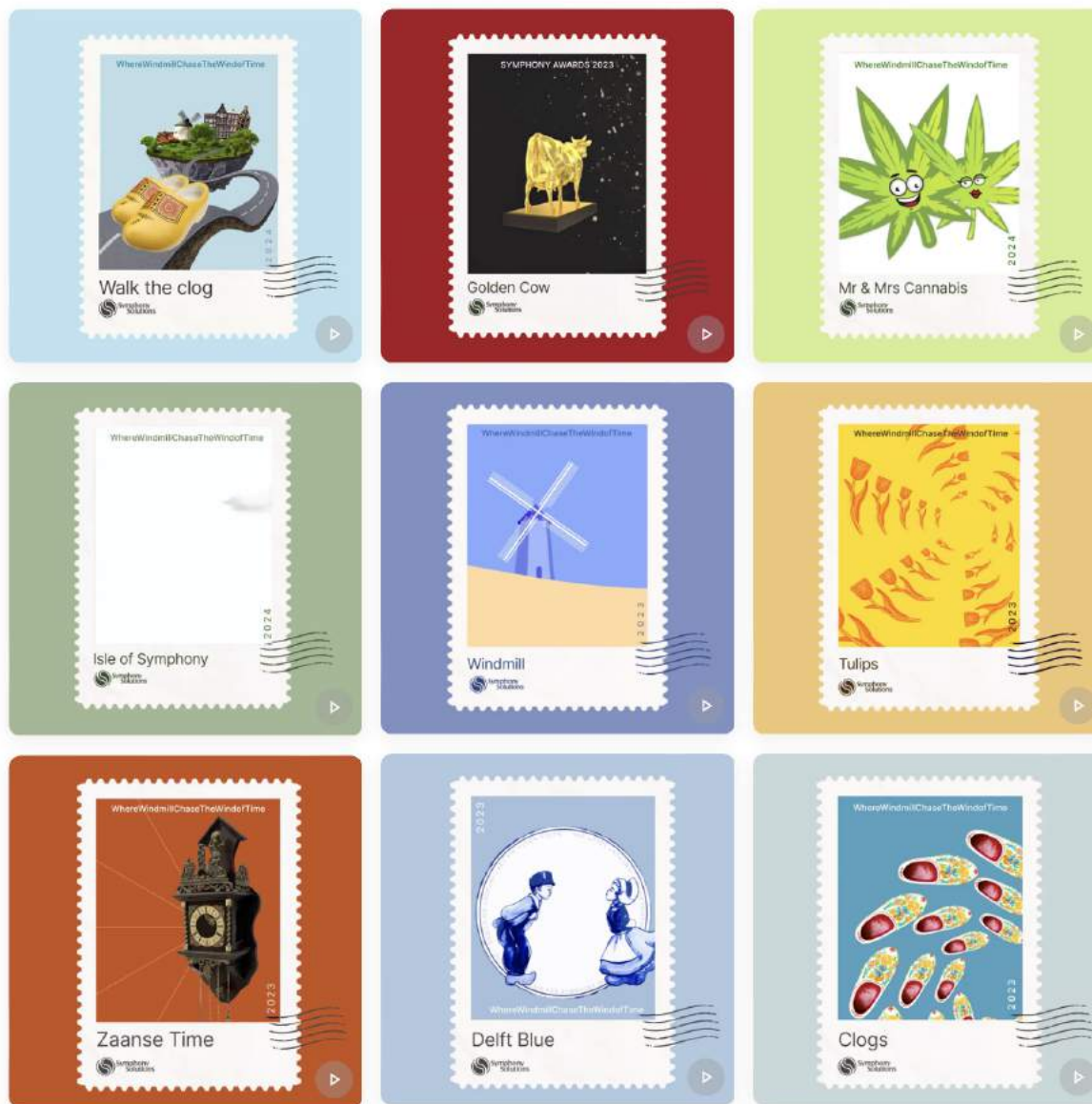
SEE
VIDEO

Charity Initiatives In 2023

1. We continue supporting UNBROKEN Rehabilitation Center in Ukraine and have donated rehabilitation equipment, worth over **3 MLN UAH**.
2. Cooperation with Angel Fund: Donating monitors and equipment to the frontlines, fundraiser for children's mobile hospice.
3. Supporting injured Ukrainian defenders in their rehabilitation and helping their families relocate to safety.
4. **50 monitors** donated to St. Nicholas Children's Hospital, St. Luke Hospital, and St. Panteleimon Hospital.
5. Launched Distance For A Difference initiative, engaging Symphonians worldwide in athletic events, to raise **over 602K UAH** for healthcare and support initiatives.
6. Symphony Solutions provided three drones for Symphonians fighting in the frontlines within just hours of their request.
7. Provide our continuous support and expertise to RebuildUA project.
8. Sale of used electronic devices in Lviv raised **over 154K UAH** for Angel Fund.
9. Donated **over 208K UAH** to SOS Children's Village, an initiative in Macedonia that helps children and teens without parental care gain access to quality education.
10. Donated **over 83.5K UAH** in support of Glas Protiv Nasilstvo, a charity organization in Macedonia that provides services to women and children who have fallen victim to gender-based and domestic violence.
11. Charity breakfast with fellow Symphonian Tetyana Molodovets. **70,000 UAH raised**.
12. 30 fundraisers for Ukraine organized by Symphonians through internal communication channels.
13. We provide our continuous support to Symphonians drafted to the army.



- 14. Launched NFT collection with the aim to direct all the proceeds towards supporting the women in Ukraine with the NGO Центр "Жіночі перспективи"



SEE ALL
OUR NFT'S

A black and white close-up portrait of a man with dark hair and a light beard, resting his chin on his hand. The image is set against a dark background. In the top left corner, there is a white circular graphic containing text.

**We Will Keep Going For
As Long As It's Possible**

Theo Schnitfink, Founder and CEO

Supporting UNBROKEN Rehabilitation Center In Lviv, Ukraine

National Rehabilitation Center Unbroken was created with the goal to provide medical care and rehabilitation services to civilians and military personnel wounded in the war in Ukraine. The center provides reconstructive surgery, prosthesis care, psychological, and social rehabilitation.

Symphony Solutions was one of the first IT companies to join the initiative in Ukraine. We were visiting the center throughout the year and providing our support where needed:

- Donated equipment for physical rehabilitation, including Bicycle and Seat ergometers
- Providing support to injured soldier undergoing rehabilitation in the center
- Delivered 65 monitors, necessary network equipment, and 4 office cabinets
- Gifted Mr. Turtle to the children's department and cow Theodora to decorate the front of the hospital



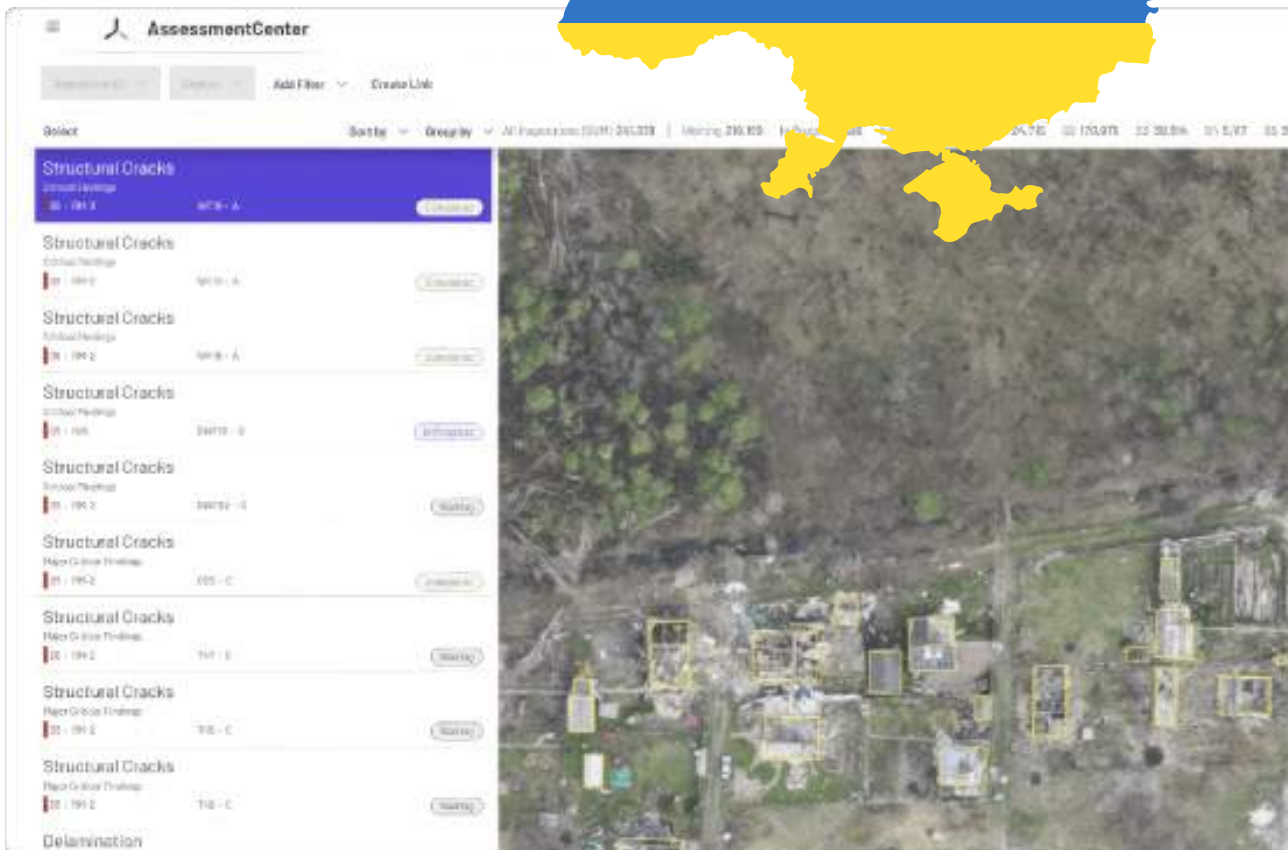
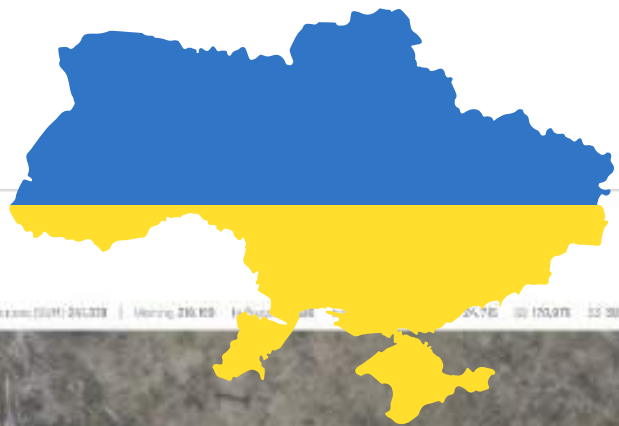
RebuildUA Project With Covizmo

Early on in 2022, we joined the **RebuildUA project** initiated by our client Covizmo as a way to start contributing to Ukraine's future right now. The project has steadily gained visibility and recognition over the year 2023, which is crucial in gaining international support.

The project makes it possible to record wartime damages, provide reliable data reports and share the results with communities, public authorities, and specialized foundations. It will help collect and verify data on the destructions of war, assess damages, and understand what further steps to take in rebuilding Ukraine.

Since the start of the RebuildUA project, **1,314,443+ infrastructure objects** were analyzed and added to the database. The database continues to grow and improve every day as we maintain our unwavering support.

REBUILDING UKRAINE



2 KEY ASPECT



Mental Health & Physical Wellbeing

We care for the mental health and physical wellness of each and every Symphonian.

Mental Health & Physical Wellbeing Program

Taking care of your health, both mental and physical, is important on any regular day. One can never be quite prepared for the dread and anxiety that comes in today's fast-changing world. That's why we are prioritizing the self-care and wellbeing of Symphonians.

As part of the new Benefits A la Carte program, Symphonians can get reimbursed for gym membership, sports equipment, consultation with a nutritionist, and private psychological sessions.



3 KEY ASPECT



SHE. community

Celebrating legacy and unity

SHE. community

SHE. community is the movement towards the encouragement of the dialogue about equal rights and possibilities in modern society that has been initiated by our company. In 2023, SHE. celebrated five years of its community, a legacy built on empowerment and unity.

- SHE. Talks. Living with Purpose: Finding Your Passion and Making a Difference
- SHE. Talks: Women in the Future of Work: Embracing AI for Growth and Adaptation



SHE. Band is a recent addition to our internal communication channels, aimed at raising awareness and fostering a safe space.

4 KEY ASPECT



Education

Lifelong learning virtually and in person

Our Involvement In TECH Community: EVENTS & MEETUPS

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- Over the weekend of May 29th- June 1st, we Hosted one of a kind Powerhouse Mentorship Bootcamp for Mentors in Symphony Solutions. We invited mentors to learn from the best in the business internally and externally, including Anouk De Blicck, a globally renowned speaker and mentor.

- We hosted the GDG community at our Lviv office to watch the Google I/O 2023 event.
- Learning and Development band on Viva Engage
- Virtual tech communities with a focus on QA, DevOps, AI, and more
- English speaking club



Online Tech Talks

- [8 Mistakes to Avoid in Cypress Test Automation with Filip Hric](#)
- [Test Environment: A 21st Century Necessity! with Artem Zakharchenko](#)
- [How to Create Contract Tests with Cypress with Lewis Prescott](#)
- [Leading Through Change: Insights from Birkir A. Barkarson](#)
- [Symphony QA Talkathon](#)

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 2023 we had 11 Agile events provided in different locations.

- 11 Agile events (all locations)
- SAFe® 6.0 Product Owner/Product Manager
- 2x SAFe® 6.0 Scrum Master
- Leading SAFe® 6.0
- SAFe® 5 Product Owner/Product Manager
- Scrum Basics Training
- Agile Dojo: Stakeholderflix
- Agile Dojo: Taming User Stories
- Agile Dojo: Coaching teams – working with conflicts
- Agile Dojo: Hell’s Kitchen of Facilitation!
- Agile Dojo: Kanban Drinks

5 KEY ASPECT



Inspiring Others

Music and art are in our DNA

Supporting INSO-LVIV Orchestra

Founded in 1998, [INSO-Lviv Orchestra](#) (International Symphony 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 that the musicians share generously with the audience while implementing its artistic and educational mission, as well as one of cultural diplomacy.

Symphony Solutions has been supporting INSO-Lviv for the last 9 years. In 2023, we have celebrated 25 years of INSO-Lviv orchestra and our own 15 years of Symphony Solutions, gathering Symphonians and their families for a night of music and inspiration.

We continue supporting INSO-Lviv orchestra and helping them enrich the world with their inspiring and empowering sound. Thus, we have gifted the orchestra a French horn and other music instruments.

Theo Schnitfink and Valentina Synenka also had the wonderful opportunity to meet with the INSO-Lviv orchestra while on tour in Finland.



Symphonian Lifestyle: Fit, Fast, Agile

Symphony Solutions supports an active and healthy lifestyle. Many Symphonians are long-time runners and every year they participate in marathons and other sports competitions.

Distance For A Difference

In 2023, we used our athletic affection turning it into a global charity initiative. On June 24-25, Symphonians and their families from around the world ran, walked, and hiked together for charity to turn kilometers into euros. The second season of D4AD 2.0, taking place on October 27 and November 5, expanded the activities to also include swimming and biking.

- Lviv team covered the distance of over **1,452 km**, surpassing our initial goal of **1,316 km**, symbolizing the unity from the West to the East of Ukraine.
- The first D4AD initiative managed to donate over **310K UAH** to the charity foundation “With an Angel on a Shoulder” designating the donation to the Kherson City Hospital, which suffered from the eco-terror attack on the Kakhovka dam.
- **276 participants** covered **8,823 kilometers** in Distance For a Difference 2.0.



D4AD 2.0 donated over **292K UAH** to the Angel Fund charity foundation to help provide vital care to children battling chronic or incurable diseases through Mobile Hospice in Lviv, Ukraine.

- Ukrainian soldiers with prosthetic arms and legs hiked 15 km for D4AD 2.0.



SEE VIDEO



SKOPJE

- Symphonians in Macedonia participated in the IT4Charity Race 2023 to raise funds for SOS Children's Village, September 3rd



UKRAINE

Volodymyr Dorosh, Vasyi Rebryk, and Yura Yatsiv took part in the Kyiv Unbroken Half Marathon, organized by "Run Ukraine"



ANYWHERE

- Valentina Synenka completed the Boston Marathon and IRONMAN 70.3 World Championship triathlon in Finland
- Tetiana Soroka took first place in the "National Championship of Pole & Aerial Sports 2023" in Portugal, where she competed in the amateur division of the artistic aerial hoop discipline



Being a Symphonian gave me a whole different perspective on life-work balance, helping me gain momentum and go after my ambitions!

Aleksandar Gacevski, Data Protection Officer



About Us

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

About Us

Symphony Solutions is a Cloud and AI-driven IT company headquartered in the Netherlands. With a remote-first mindset, we have established a global presence spanning over 20 countries.

We bring the spirit of freedom, individuality, and innovation into the tech world and build a virtual community for IT professionals to thrive and work on state-of-art solutions that bring real value to our clients.

Since 2022, we are a fully virtual company bringing exceptional solutions and connecting people around the world.

15

years
on the market

450+

Symphonians

35+

international
clients

20+

locations



SYMPHONY OF PEOPLE

This year we celebrated 15 years of brilliance, innovation, and the harmonious Symphony of People at Symphony Solutions!

Revisit the moments that shaped us!

SEE
VIDEO

15 YEAR'S
ANNIVERSARY

DIVERSITY *across* THE GLOBE



Values & Culture

WHAT MAKES US SYMPHONY SOLUTIONS

At Symphony Solutions, we stand behind our values and build long-lasting relationships within the company and reach out to our clients and partners, and globally — embracing innovation and creating life-changing solutions.



Remote-First

Symphony Solutions has always had a lenient WFH policy with a long-term strategy to implement a hybrid WFH model. And so, we stepped into 2023 as a fully remote company, leading the industry by example. It is a natural progression of Symphony Solutions in the new world of AI, NFTs, and Metaverse.

- Fully remote and vibrant virtual community
- Online trainings, upskilling program, tech hubs, language classes, specialized courses
- Professional certification in SAFe Agile, Service Design, Cloud technologies, ISTQB, and more
- Career development and People Business Partner support
- Benefits and corporate loyalty program

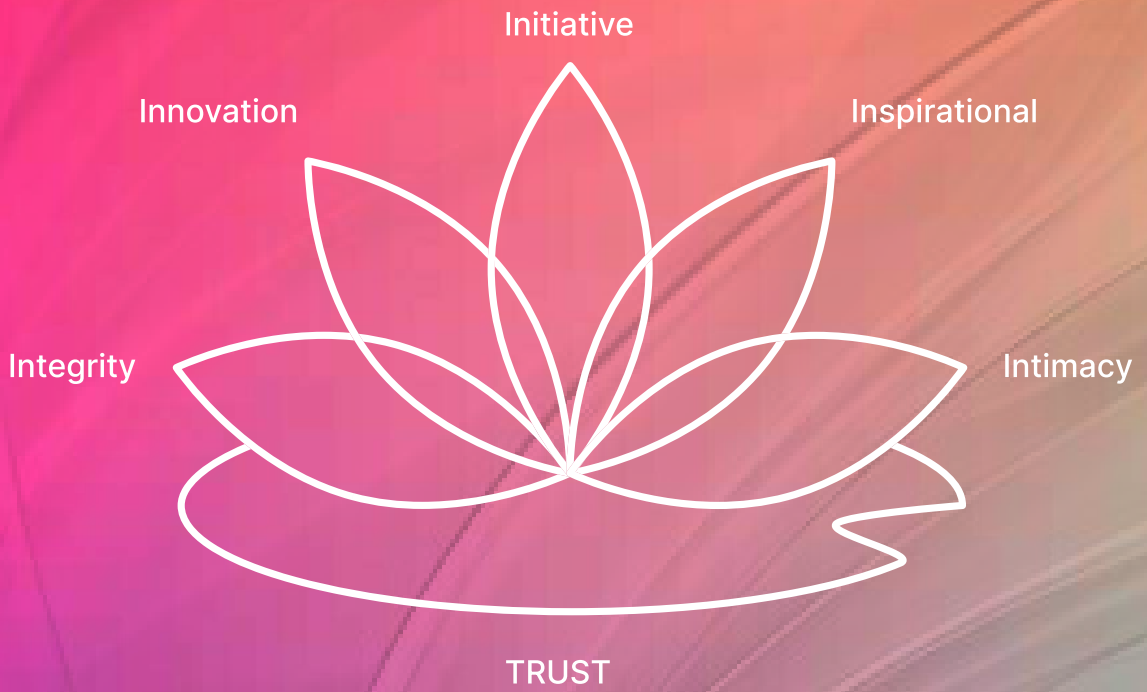
Since 2022, we are a fully virtual company bringing exceptional solutions and connecting people around the world.



Why So Special?

- Flat organization
- Eliminated management layers where possible
- Unique culture within fully remote environment
- Vibrant virtual communities
- Unified atmosphere 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





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