

# SYMPHONY CARE 2025



Sharing  
to Make a *Difference*



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## Why Symphony Care?

For 17 years, Symphony Solutions has been building more than technology. We have been building a culture rooted in responsibility, empathy, and connection. **Symphony Care** brings these values to life, shaping how we support people, communities, and causes that truly matter.

In **2025**, as we celebrate our **17th anniversary**, Symphony Care continues to evolve alongside the company. Through purposeful initiatives, employee-driven engagement, and long-term partnerships, we focus on creating meaningful impact that extends beyond our business and into the lives of those we support.

At Symphony Solutions, care is not a one-time action. It is an ongoing commitment shaped by shared responsibility and consistent action. By showing up together, we contribute to a more inclusive, resilient, and hopeful future.



Key Aspect 1

# Our Charity Initiatives



At Symphony Solutions, social responsibility is something we practice consistently, staying engaged and offering support in ways that remain relevant over time. Throughout 2025, our team, partners, and clients came together to support meaningful causes across Ukraine, with a focus on healthcare, rehabilitation, children’s wellbeing, and community resilience.

From supporting national rehabilitation efforts and empowering cultural initiatives, to helping children in vulnerable situations and standing alongside women rebuilding their lives, each initiative reflects our core values: compassion, solidarity, and long-term impact.

## Honoring the Heroes of UNBROKEN Ukraine

In January 2025, Symphony Solutions proudly supported the UNBROKEN National Rehabilitation Center in Lviv. Our Founder, **Theo Schnitfink**, and Board Member, **Valentina Synenka**, visited the center and met with patients and staff, witnessing both the resilience of those in recovery and the dedication of the medical teams.

With over 64,000 surgeries and 500,000 patients treated this in 2025, the center is a beacon of hope and recovery. Symphony Solutions is honored to stand with Ukraine and celebrate the resilience of those who make hope unbreakable.



## Standing Together for What Truly Matters

### Partnership with “With an Angel on the Shoulder” Charity Foundation

In 2025, Symphony Solutions continued its close collaboration with the Charity Foundation “**With an Angel on the Shoulder**”, supporting multiple initiatives aimed at improving the lives of children and families in vulnerable situations. Our contributions focused on care, dignity, stability, and emotional support where it is needed most.



### Saint Nicholas Day: Making a Difference for Children in Need

Every December, we look forward to a tradition that fills hearts as much as it fills children’s hands with gifts.

Together with the foundation, we prepared 78 holiday packages for the Turka Boarding School, including sweets, stationery, clothes, toys, and practical essentials for older students.



The children’s reactions — *“We prayed for you to come”* and *“Wow, a backpack!”* — reminded us how powerful small acts of kindness can be.

## Helping a Child Breathe Easier

The Symphony family came together to support a child who needs daily medical assistance. Together, we provided a portable medical aspirator for Mariia-Veronika, a small device that helps her breathe safely every day.

While simple in form, this support brings real comfort, peace of mind, and a better quality of life for Mariia-Veronika and her parents. It's a powerful reminder that even small actions, guided by care and unity, can create meaningful change.



## Supporting Children's Mobile Hospice Care

When children depend on medical equipment, reliable power can be life-changing. Symphony Solutions helped the foundation purchase **two charging stations** to support the work of a children's mobile hospice.

These devices are more than technical support — they provide stability in critical moments and peace of mind for doctors and families. We are deeply grateful to the foundation for their tireless work in caring for children and supporting their families.



## Support for Ukrainian Defenders

Symphony Solutions continues to stand firmly with our mobilized colleagues who have shown remarkable courage in defending Ukraine. We recognize the incredible challenges faced by those who are serving, and we are committed to turning our solidarity into meaningful action.



In 2025 alone, Theo and Valentina, also on behalf of Symphony Solutions, have donated **€148,000** to support mobilized Symphonians, with an additional **€25,000** contributed by our client OMP. These funds have helped provide financial stability during service, essential protective gear, and rehabilitation support for injured defenders. By offering practical help alongside moral support, we ensure that our colleagues feel valued, connected, and backed by their Symphony family every step of the way.

Among them are **Sergii Ishchuk** and **Yura Pisadochnyi**, two of our mobilized colleagues who benefited from this support, ensuring they had stability, essential equipment, and the resources needed while serving.



Because support is not just words. It's action, consistency, and standing together — especially when it matters most.

## Fostering Community and Culture Through Music

Symphony Solutions proudly supported **INSO-Lviv Orchestra** with a contribution of **€10,000**, continuing our nine-year commitment to this inspiring organization. This funding helped the orchestra organize the inclusive project **“Ukrainian Fantasy”** on **October 8, 2025**, which included a masterclass on playing ethnic instruments and a performance that shared the power of tradition. Through this initiative, Symphony Solutions supported more than a concert.



The project helped bring people together, offered moments of relief to those affected by the war in Ukraine, and reminded audiences of the unifying power of music and culture during difficult times.

## Charity Runs: Supporting Ukrainian Women

In 2025, Symphony Solutions joined forces with the **SHE community**, led by **Valentina Synenka**. The SHE. Community is a space created to support, connect, and empower women through open conversation, shared experience, and action. As a joint initiative, they organized charity runs supporting Ukrainian women returning from captivity. These initiatives combined community spirit, physical effort, and financial contributions to create meaningful impact.

### SHE Moves Charity Run

The **SHE Moves Charity Run** raised **40,590 UAH.**, Together with Symphony Solutions' donation of **210,000 UAH**, the total contribution reached **250,000 UAH.**

These funds support Viktoriia Ostroushko, who was separated from her children for over 1.5 years while in captivity, as well as other rescued families in need of care and rehabilitation. Thanks to Valentina Synenka, Ellen Moroz, and everyone who joined, shared effort turned into real, tangible impact.



EVERY STEP COUNTS.  
EVERY DONATION MAKES  
A DIFFERENCE.

**SHE.** **SHE MOVES**  
CHARITY FUNDRAISER

**250 000 UAH**  
RAISED



## SHE Charity Run – Lviv

During this event, participants ran or walked distances from 1 to 5 km, while Symphony Solutions contributed donations. Together, we raised **€100,000**, enough to help at least five families through the **“We Are Free” program** by @angelfund.ua.

One story that reminds us why this matters is Oksana Parshyna, a mother who was detained while pregnant and gave birth in captivity. She and her son are now safely home in Ukraine, but recovery takes time. Her courage is a reminder that every step, every contribution, and every act of support counts.



SHE.

100 000 UAH  
RAISED



SHE  
MOVES

CHARITY FUNDRAISER

Key Aspect 2

# Social & Cultural Impact



Symphony Solutions believes that business can inspire positive change beyond the workplace. In 2025, we focused on fostering community, supporting culture, and promoting social responsibility through care, collaboration, and creativity.

## Connecting Through Responsibility and Care

In December 2025, Symphony Solutions strengthened its commitment to communities and social impact by participating in the **Business Social Responsibility Forum** in Lviv.

Represented by **Iryna Gavryliuk, VP of Operations**, we shared our approach to long-term responsibility, sustainable partnerships, and support for Ukraine. The forum highlighted the power of collaboration, empathy, and collective action, showing how socially responsible business can create meaningful change.



## Inspiring Through Music and Culture

Symphony Solutions has proudly supported **INSO-Lviv Orchestra** for nine years, championing cultural diplomacy and the unifying power of music. In Amsterdam, **Theo Schnitfink** and **Valentina Synenka** attended an **Opera Gala at Het Concertgebouw**, performed by INSO and the National Choir of Ukraine “Dumka.”



Friends from OMP, including founder Anita Van Looveren and her husband, joined the celebration, making it a shared experience of culture, joy, and community. Many guests returned the next day, inspired by the performance — a reminder of the lasting impact of supporting arts and culture.

## Celebrating Generosity: Donor Day

Symphony Solutions also joined the **Donor Day** event hosted by **With an Angel on a Shoulder Foundation**, celebrating everyone who gives, in different ways, including through music, art, time, love, or care. **Theo** and **Valentina** represented Symphony Solutions and received a thank-you gift, for the company’s support over the years, including initiatives like **Distance for Difference** which raised hundreds of thousands for Ukrainians affected by the war.



The foundation expressed heartfelt gratitude:

“Thank you for your kindness, for the lives you’ve helped save, and for allowing yourselves to be happy humans.”

This event served as a gentle reminder that small, meaningful acts of care can inspire communities and make a lasting difference.

## Membership in Lviv IT Cluster

Symphony Solutions joined Lviv IT Cluster in 2018 and continues to be an active member in 2025. Over the years, our representatives have contributed to initiatives aimed at strengthening the local IT ecosystem, including participation in the development of the Strategy for Increasing Lviv’s Competitiveness, which became a foundation for the growth of business clusters in the city.

Through ongoing collaboration with the Cluster, we support knowledge sharing, industry development, and sustainable growth of the local tech community.



Key Aspect 3

# Mental Health & Physical Wellbeing



Caring for our people is central to Symphony Solutions' success. In 2025, we continued to strengthen mental and physical wellbeing programs, ensuring Symphonians have the resources, support, and tools they need to thrive both personally and professionally.

## Supporting Symphonians' Wellbeing

At Symphony Solutions, we believe that when people feel supported, they can do their best work. In 2025, we continued to prioritize mental and physical wellbeing through surveys, programs, and engaging events designed to help Symphonians feel their best.

Since its launch in 2024, the Symphony Wellbeing Community has become a place where Symphonians come together to support one another, share experiences, and access practical resources. Wellbeing is not just a program; it's part of our culture, helping employees learn, grow, and thrive together.

Our **Annual Wellbeing Survey** invited everyone to share their experiences and feedback, shaping our wellbeing priorities for 2026. Listening to our people ensures that our initiatives reflect real needs and foster a healthier, more supportive workplace.

In 2025, our **Stress Less Sessions** offered interactive experiences focused on mental wellbeing, practical tools, and personal growth:

- **The Secret Ingredient is You** – Finding happiness in everyday moments.
- **The Self-Care Compass: Oxygen Mask First** – Mechanisms for recovery and energy management.
- **Spring Transformation** – Seasonal strategies to refresh mind, body, and emotions.
- **Unlocking the Power of Motivation** – Exploring practical ways to stay motivated.



These sessions help Symphonians prioritize self-care, build resilience, and maintain balance, empowering them to thrive both personally and professionally.

Key Aspect 4

# SHE. Community



Since 2018, the SHE. Community at Symphony Solutions has grown into a vibrant space for women to connect, learn, and inspire each other. Over the past seven years, we’ve fostered open conversations on mental health, career growth, self-worth, burnout, boundaries, and balance.

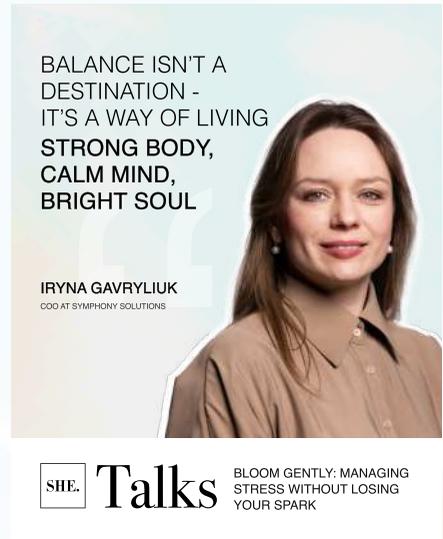
In 2025, this mission continued through a series of events that brought Symphonians together to share stories, build resilience, and support meaningful causes, both online and offline. Over the past seven years, we’ve fostered honest conversations on mental health, career growth, self-worth, burnout, boundaries, and balance.

In 2025, our events continued this mission, bringing Symphonians together to share stories, build resilience, and support meaningful causes, both online and offline:

- **SHE Moves: Run, Connect, and Be Inspired!** – January 12, 2025, offline in Lviv. A 5 km run led by Valentina Synenka and Olena Moroz welcomed participants of all fitness levels, including runners, walkers, joggers, and even pets. The morning continued over breakfast, where participants shared experiences and set intentions for the year ahead.
- **SHE Talks: SHE Moves Part 2 – Stories of Resilience** – January 29, 2025, online session. Valentina Synenka and Olena Moroz shared inspiring stories from their triathlon and travel experiences, highlighting perseverance, resilience, and the power of community. The session also supported the “We Are Free” initiative, helping women and children released from captivity start fresh, contributing toward a €100,000 goal.



- **SHE. Talks: Bloom Gently** – Managing Stress Without Losing Your Spark – June 17, 2025, online session. Hosted by Iryna Gavryliuk, VP of operations at Symphony Solutions, participants learned practical strategies to manage stress, build balance, and stay energized, drawing inspiration from Iryna's experience leading teams while prioritizing self-care and well-being. The session reinforced our commitment to mental health, personal growth, and empowering women to thrive in all areas of life.



- **SHE Morning Run & Breakfast** — Skopje Edition – November 25, 2025, offline. A community run filled with energy, smiles, and connection. Participants enjoyed movement together with no pressure, embracing joy and inspiration.
- **Charity Ukrainian Run & Breakfast** — Lviv Edition – December 4, 2025, offline in Lviv. Symphonians ran or walked 1 to 5 km to raise funds for Ukrainian women returning from captivity. The event successfully raised €100,000, supporting women like Oksana Parshyna and other families in need, making a meaningful impact through community and care.



SHE MOVES



MORNING RUN

100 000 UAH RAISED

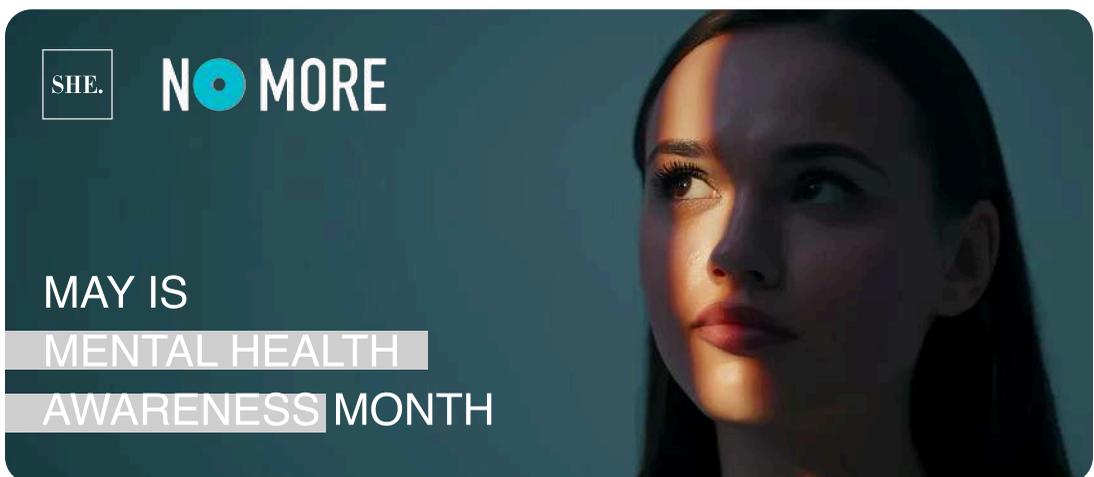


## Supporting Awareness, Mental Health, and Survivors

In 2025, SHE. Community continued to raise awareness, provide support, and foster resilience:

- **Domestic Violence Awareness & Survivor Support** – In October, we stood with No More Organization to raise awareness about domestic and sexual abuse, support survivors, and share resources. Through initiatives like the EAW Day Relief Fund, we helped provide lifesaving services and promote safer communities.
- **Mental Health Awareness Month** – In May, during Mental Health Awareness Month, we focused on the lasting impact abuse can have on mental health. Through open conversations and shared learning, we encouraged understanding, compassion, and hope for healing.

Together, these initiatives helped participants to build resilience, embrace their potential, and foster confidence. The **SHE. Community** remains a vital part of Symphony Solutions, reflecting our ongoing commitment to gender equality and meaningful social impact.



Key Aspect 5

# Learning & Growth



At Symphony Solutions, continuous learning remains a cornerstone of our culture. In 2025, we introduced a series of initiatives designed to empower Symphonians, strengthen skills, and foster personal and professional growth.

- **LinkedIn Learning Trial**

All Symphonians received one-month access to LinkedIn Learning, engaging in courses across AI, software testing, programming, and other future-focused skills. This initiative reinforced our culture of self-driven growth and continuous upskilling.



- **Launch of Centralized LMS – Academy Ocean**

We implemented a company-wide Learning Management System to structure and centralize learning.

Academy Ocean hosts:

- NEO onboarding program
- Presentation Skills training
- StressLess wellbeing sessions
- Self-paced English learning paths, with live teacher-led sessions planned.

The platform ensures consistent learning paths, easier access to resources, and better tracking of development.



- **Technical Interview Excellence Program**

Designed to strengthen interviewing skills and support more effective hiring, this program:

- Provided a structured 4-hour learning experience
  - Focused on building effective interviewer skills through practice and reflection
  - Awarded certificates to graduates who completed the program successfully
- This initiative contributes to building stronger, more capable teams.

- **Extended Access to Learning Platforms (Udemy & Pluralsight)**

Symphonians continued to have access to Udemy and Pluralsight, enabling self-paced learning across technical, creative, and personal development areas.



- **Presentation Skills Program**

The pilot program engaged a diverse group of Symphonians in structured learning around communication, audience engagement, and effective message delivery.

Highlights include:

- Practical training on speech structuring, AI-assisted preparation, feedback exchange, and audience engagement
- Fostering collaboration, reflection, and peer learning
- Strengthened confidence, courage, and community spirit
- Achieved a 100% participant satisfaction rate, recognizing trainers, coordinators, Learning Champions, participants, and feedback judges for their contributions. This program emphasizes personal growth, effective communication, and a supportive learning culture.

- **Better English with AI**

This human-driven, AI-powered initiative significantly improved English communication skills for real business contexts. It focuses on:

- Strengthening clarity, confidence, and collaboration in professional communication
- Demonstrating how AI can support learning and human connection
- Encouraging practical application of language skills in daily work interactions. All in all, this program reflects our commitment to effectively utilizing technology for personal and professional growth in the AI era.

Through these initiatives, Symphony Solutions ensures that learning is accessible, engaging, and aligned with both individual aspirations and business needs.

Our 2025 programs exemplify a culture of continuous growth, skill development, and collaboration, empowering Symphonians to thrive in a rapidly evolving world.

# Inspiring Others



Inspiration often begins with a single step, a choice to act, to persevere, and to lead by example. In 2025, Symphonians demonstrated how courage, passion, and commitment can create ripple effects that inspire others, both inside and outside the workplace. From athletic feats and community initiatives to creative projects and humanitarian support, their stories remind us that meaningful impact often comes from everyday efforts, teamwork, and the courage to push boundaries.

## Serhii contributed technical support through drone development



**Serhii Korolik, Senior DevOps Engineer**, turned his passion for drones into a life-saving mission.

He assembled, tested, repaired, and improved dozens of FPV drones, with over 20 workshops alone producing around 10 drones each, and personally built and repaired hundreds more for the military. He also trained students and veterans and helped build essential equipment such as drone batteries. His dedication, teamwork, and technical expertise demonstrate how personal interests can be transformed into meaningful, real-world impact.



## Tetiana participated in charity initiatives for the Army



**Tetiana Soroka, VP of People Growth**, actively organized and participated in charity initiatives in 2025 to support the army, helping fund essential equipment such as vehicles and other critical resources.

Her efforts ensured that those on the front lines had the tools they needed to carry out their missions safely and effectively.

Tetiana's dedication and proactive involvement show how leadership and initiative can make a tangible difference.



## Biljana participated in an international 10 km race



**Biljana Ristovska, People Partner**, took part in the November Run in November 2025, a 10 km international race held in Gevgelija, North Macedonia.

Competing among nearly 3,000 participants from different countries, she achieved an impressive 5th place among women and 26th place overall.

Her achievement reflects discipline, consistency, and determination, showing how steady commitment can lead to extraordinary results.



## Kenneth supported a blind community with essential aid

**Kenneth Akaoseh, Senior Business Development Specialist**, supported a blind community by providing financial assistance to help purchase essential food supplies. His contribution helped ensure that people with visual impairments had access to basic necessities and daily support.



Kenneth's generosity highlights how even simple acts of kindness can create meaningful, real-world impact.

## Bohdan supported charity events and auctions

**Bohdan Mykhaylyshyn, Lead Internal Communications and Employer Branding**, leveraged over 15 years of experience as a professional event host to support charity events and auctions, helping raise funds for children's medical care, the Ukrainian Armed Forces, and people affected by the war, including those returning from captivity. His work shows how professional skills can create meaningful social impact.



## Volha supported children through creative theatre initiatives



**Volha Averyna, Recruitment Lead**, organized and participated in interactive theatrical performances for children in Krakow, Poland, including children who had relocated from Ukraine and other young immigrants.

Delivered in multiple languages and supported by post-performance workshops, the performances encouraged children to actively take part in the creative process, explore theatre techniques, and express themselves with confidence. Her initiative highlights the power of creativity to foster connection, inclusion, and a sense of belonging.



## Iryna contributed to animal welfare initiatives



**Iryna Gavryliuk, VP of Operations**, supported animal welfare initiatives by helping cat shelters and contributing to life-saving FIP treatments.

She personally ensured care for cats with serious medical conditions and supported evacuation efforts to relocate rescued animals from frontline areas to safe foster homes across Europe.



She also helped foster families cover essential needs such as food and medication. Iryna's compassion and consistency show how thoughtful action can make a lasting difference.

## Joost completed a half marathon in support of Ukraine

**Joost Blauw, Legal Counsel**, demonstrated remarkable endurance and solidarity by running the Half Marathon in The Hague. In the final stretch, he carried the Ukrainian flag, dedicating his run to his Ukrainian colleagues, friends, and the people of Ukraine.

Joost’s commitment, perseverance, and support highlight the power of using personal achievements to inspire and uplift others, reminding us of the strength that comes from empathy and dedication.



## Olga contributed to a published book on emigration



**Olga Kovalchuk, Senior Test Engineer**, became one of seventeen Ukrainian women from around the world who co-authored and published a book about emigration and shared life experiences.

The book brings together powerful stories of resilience, touching on illness, loss, war, and the everyday struggles and victories of women building new lives. The project is ongoing, with plans to translate the book into English.



All proceeds from sales are donated to the “Maemo Zhity” foundation, supporting women who have lost their husbands in the war. Olga’s contribution reflects courage, voice, and meaningful social impact.

## Marian supported drone initiatives with equipment sourcing

**Marian Melnychuk, Engagement Center Director**, dedicated his time to supporting drone initiatives by sourcing and purchasing essential parts and equipment for new units. His work ensured teams had everything they needed to assemble, maintain, and improve drones efficiently.



By enabling these operations behind the scenes, Marian’s commitment and careful planning played a crucial role in the success of the projects.

## Valentina pushed past limits at Ironman Taiwan



**Valentina Synenka, Board Member at Symphony Solutions**, amateur triathlete, and founder of the SHE Community, completed Ironman Taiwan, finishing third overall and earning a qualification slot for the Ironman World Championship in Kona, Hawaii.

The race included a 3.8 km swim, a 180 km bike ride, and a full 42 km marathon. Just days before Kona, Valentina was involved in a crash, making the achievement even more demanding.



Her journey reminds us that true strength comes from perseverance and rising stronger through adversity, continuing to inspire Symphonians to push their limits, embrace challenges, and lead with courage.

## Nazari and Anna turned initiative into support for the military

**Nazari and Anna Behmetiuk, Recruiters,** combined their initiative and creativity to support the military by organizing several fundraisers.

They engaged their social media community and amplified the impact of their personal donations, providing essential resources and inspiring others to use their skills and networks to make a meaningful difference.



# Symphony of People

Our People. Our Symphony.



At Symphony Solutions, our people are more than contributors, they are the innovators, problem-solvers, and visionaries behind every milestone. This year, we celebrated the diversity, passion, and achievements of our global team, whose collective talent continues to shape our future every day.

## One Global Team. Thriving Without Borders

With team members across 20+ countries, Symphony Solutions is a truly global organization shaped by diverse perspectives, cultures, and ideas. This diversity fuels creativity, strengthens collaboration, and helps us tackle challenges from every angle.

Our remote-first journey began years ago with a flexible work culture and became a defining milestone in 2023, when we fully transitioned to a 100% remote company. Since 2022, we've operated as a fully virtual organization, delivering exceptional solutions while staying closely connected in a world driven by AI and emerging technologies.

A flat structure empowers every voice and enables direct collaboration, while vibrant virtual communities bridge distance and create a strong sense of belonging. We support continuous growth through online training, upskilling programs, certifications, and dedicated People Business Partner support - ensuring our people thrive wherever they are.



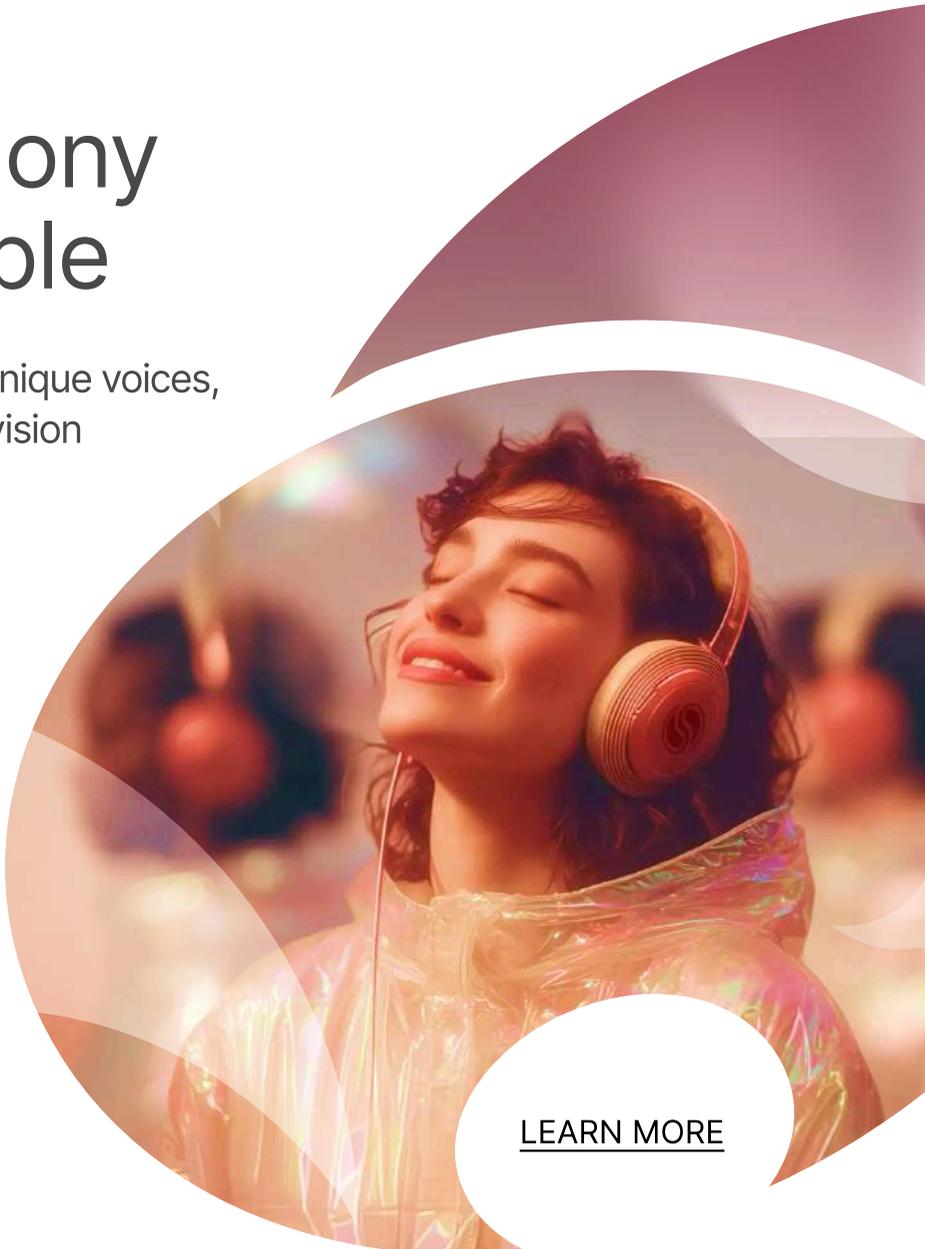
## Symphony Radio Day: In Tune for 17 Years

### Celebrating 17 Years of Innovation and Harmony

In 2025, Symphony Solutions marked 17 years of growth, collaboration, and shared experience. Our journey continues to be defined by innovation, teamwork, and shared success. The **Radio Day celebration** was a special moment to honor our achievements, connect across teams, and reflect on the impact we've created together over nearly two decades.

# Symphony of People

 17 years of unique voices,  
one shared vision



[LEARN MORE](#)



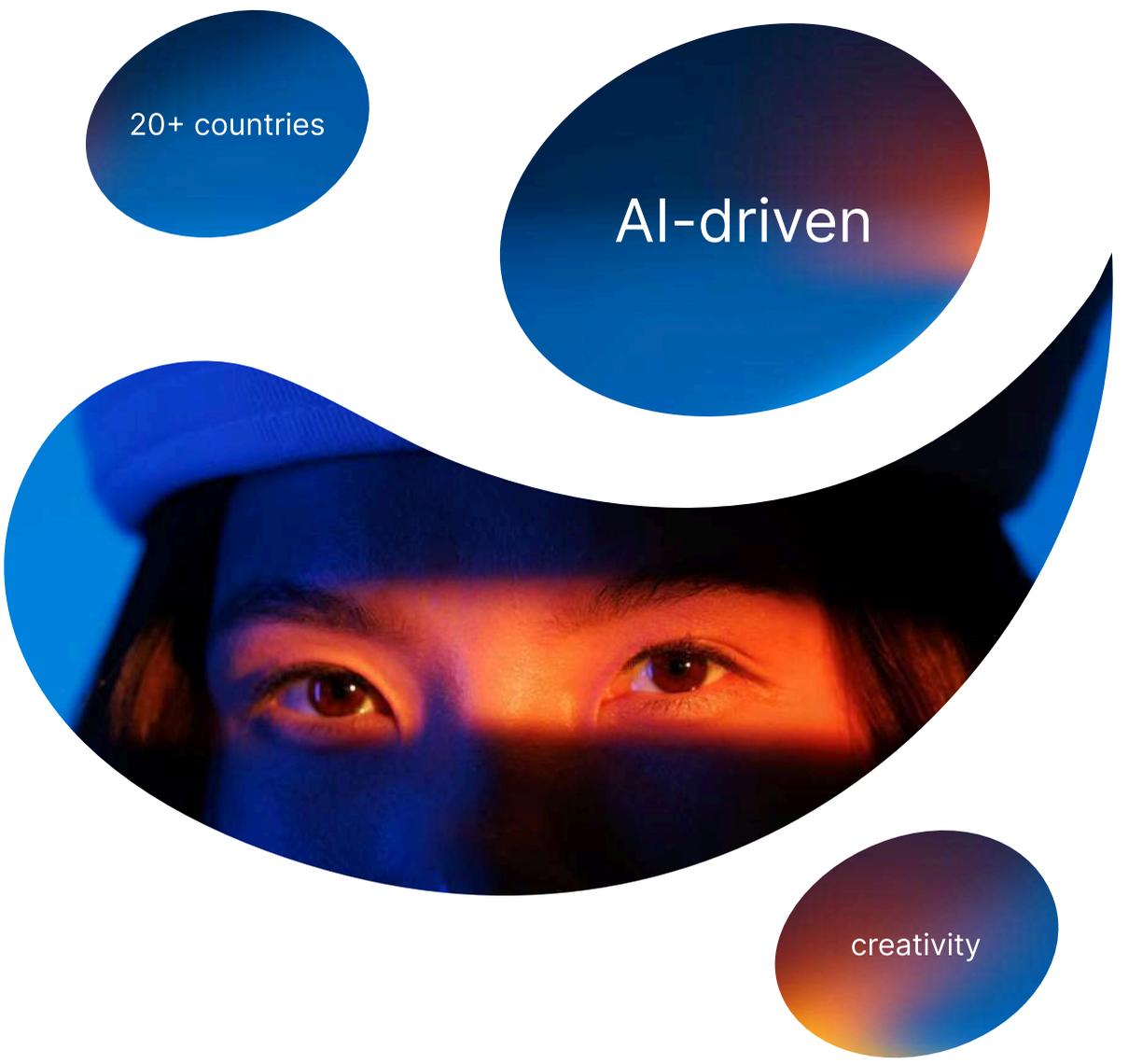
# About Us



## About Us

Symphony Solutions is an AI-driven IT company, headquartered in the Netherlands with a global presence spanning over 20 countries. Since 2022, we operate fully remotely, empowering teams to collaborate from anywhere.

We specialize in delivering state-of-the-art solutions and high-quality services worldwide.



20+ countries

AI-driven

creativity

## Recognition

### Symphony Solutions Ranked #7 in Europe & Top 100 Globally

In 2025, Symphony Solutions was ranked **7th in Europe** among the most inspiring workplaces and **43rd globally**. These accolades reflect our **People-First culture**, where trust, wellbeing, and growth are at the heart of everything we do.

Rather than focusing only on results, we aim to create an environment where people feel supported, connected, and able to grow over time. This recognition is a reflection of that shared effort.



# Values & Culture

## Living Our Values Every Day

At Symphony Solutions, our core values continue to guide everything we do:

**1 Trust, Integrity, and Innovation:**

These principles shape our decisions and encourage openness, responsibility, and forward thinking.

**2 Inclusivity and Respect:**

We value diversity and create space for different voices, supported by initiatives such as the SHE. Community.

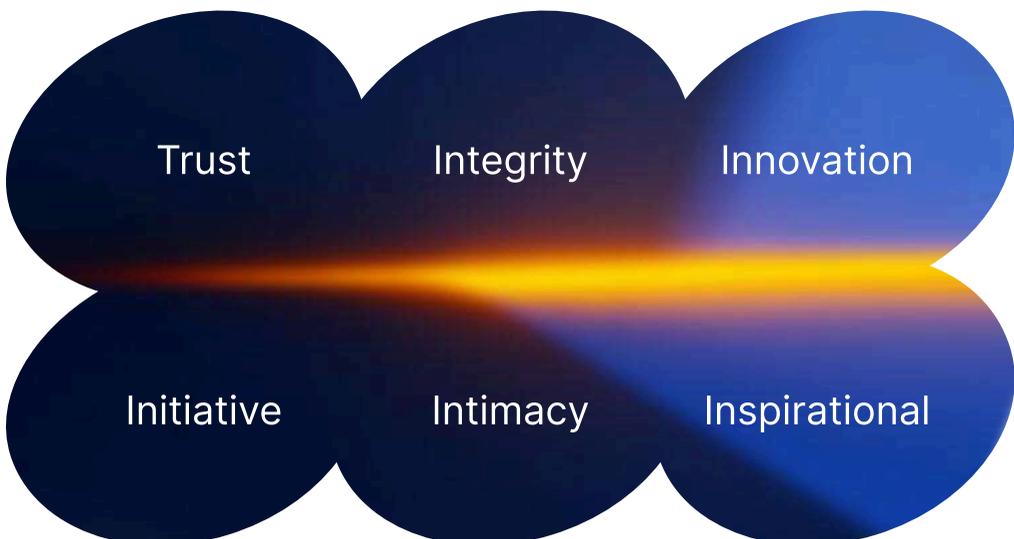
**3 Employee Engagement:**

We invest in wellbeing, learning, and growth, recognizing that people do their best work when they feel supported.



In 2025, these values remain more than words. They are the compass that shapes how we work, collaborate, and make an impact.

By embracing these principles every day, we inspire excellence, strengthen communities, and ensure that Symphony Solutions is a place where people not only achieve career success but also grow as individuals.





 **SYMPHONY  
CARE 2025**

Thank you!

 **Symphony  
Solutions**