

Corporate Social Responsibility Report

This report highlights our initiatives, progress in 2024, and future commitments to fostering a positive impact on the communities we serve and the environment we share.

2024





Andrei Kasyanau

CEO and Co-founder at Glorium Technologies

"For over fourteen years, we have focused on making a positive impact on our clients, team, and society through technology and innovation. We understand that corporate social responsibility is integral to our business strategy. Our ongoing support for educational initiatives, dedication to nurturing our culture, and commitment to ethical business practices reflect this. "



Dmitriy Stepanov

CTO and Co-Founder at Glorium Technologies

"We unite like-minded people and support causes that shape a brighter future for everyone. By fostering a culture of responsibility and collaboration, we aim to inspire others to join us in our mission. Together, we can create lasting positive change and contribute to a better world for future generations."

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Our Company

Glorium Technologies is a full-cycle app & software development company which covers specific client business needs and manage them with the help of the best possible technology solutions.

200+



skilled and passionate
professionals

150+



successfully delivered
products

14



years of continuous
growth

Our mission is to help startups and organizations grow. We want to affect the way they attract and engage their customers. Our commitment to results allows us to accumulate resources for socially important projects.



Our Values



Building **Trust**



Creating improvement for **People**



Investing in **Growth**



Nurturing **Expertise**



Our Locations

Our headquarters is located in New Jersey, and development centers are in Kyiv, Warsaw, and Paphos. No matter where our team members are located, they work their hardest to bring success your way. We are global.

North America

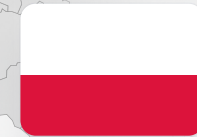


New Jersey,
the USA

Europe



Kyiv,
Ukraine



Kraków,
Poland



Paphos,
Cyprus

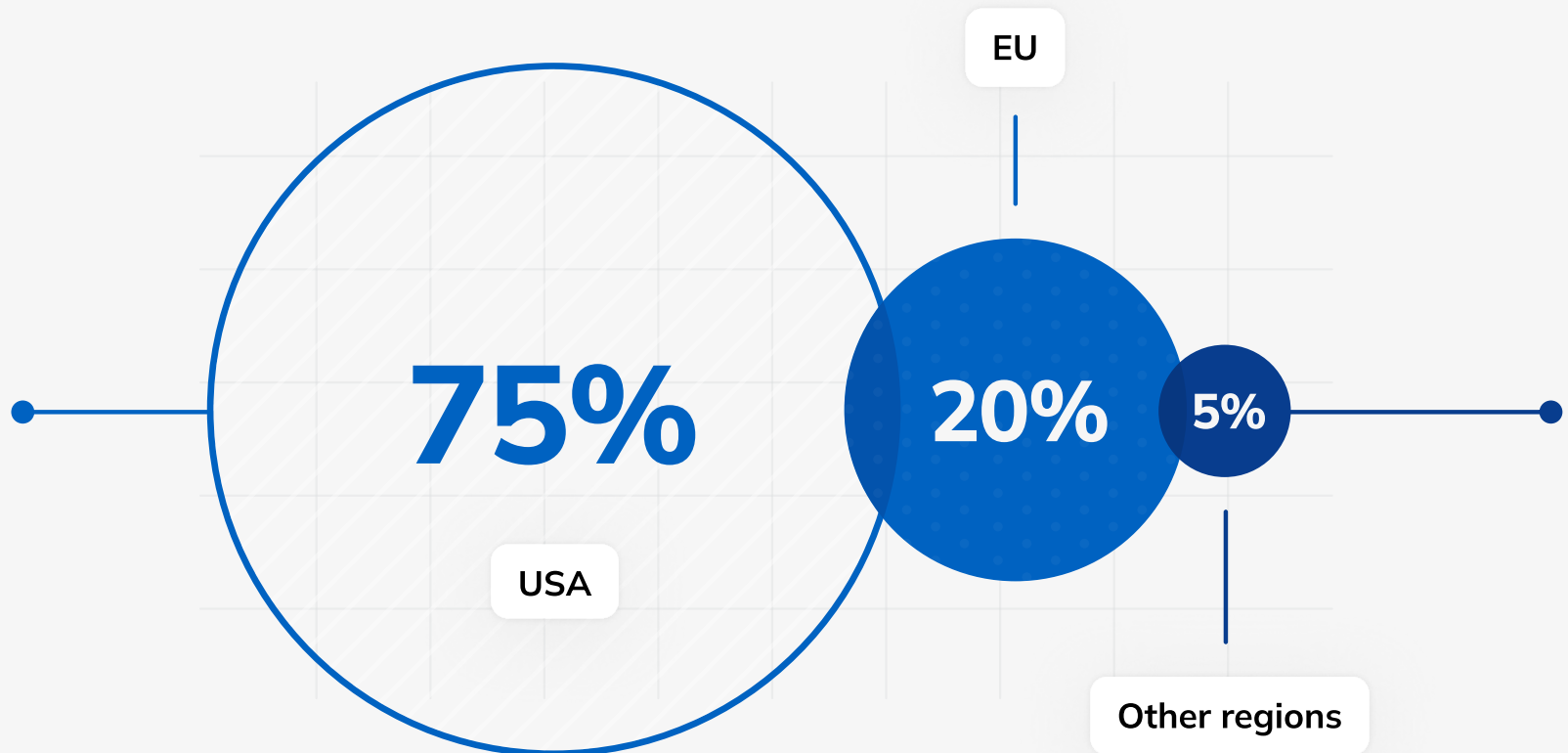
Krakow

Kyiv

Paphos

New Jersey

Our Clients **by Region**, 2024

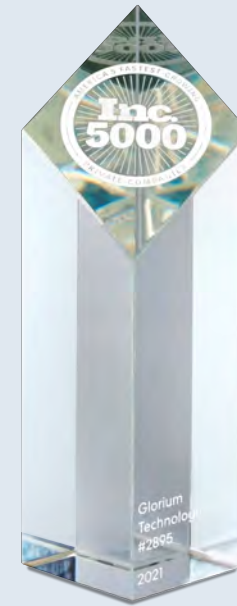
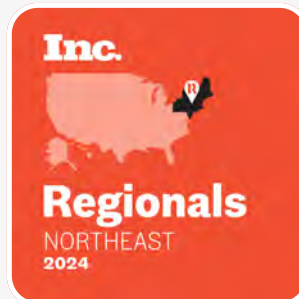


Our Awards and Certifications

2024

Our Awards

We're thrilled to announce that Glorium Technologies has been recognized among the **Inc. 5000 fastest-growing private companies in America** from 2020 to 2023, as well as the fastest-growing private companies in the **Inc. Regionals** for 2021, 2022, and 2024.



2020

2021

2022

2023

Our Awards and Certifications

Clutch has placed us on the list to be recognized as a Top 1000 Global Company!



We were included on the 2024 Global Outsourcing 100 List.



Glorium Technologies was named as UpCity's Top Custom Software Development Companies in the US.



Glorium Technologies has been included in the list of Top Software Development Companies in 2023 by Techreviewer.co.



Glorium Technologies was named as High Performer Company in different categories.



Our Certifications

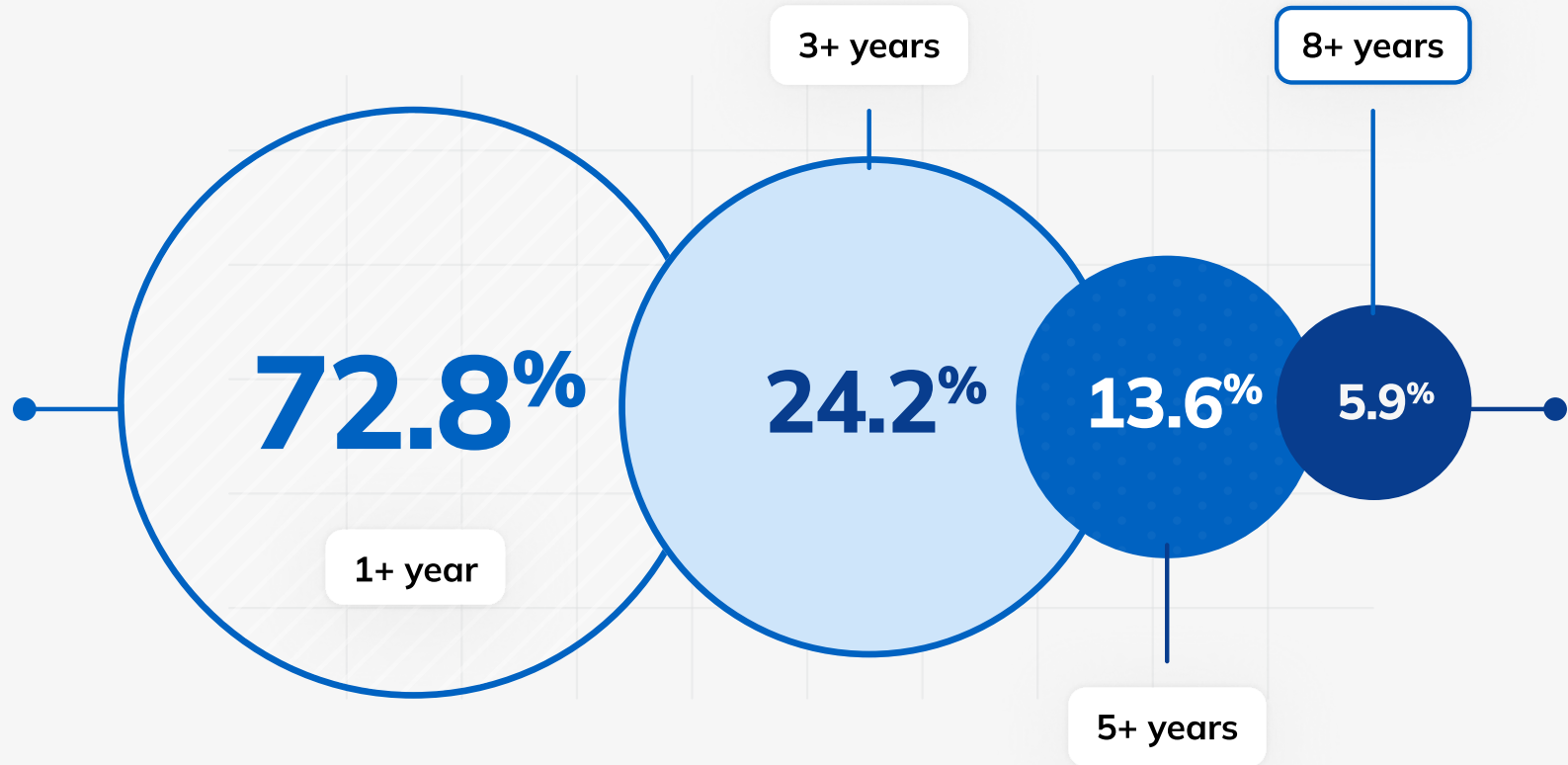
We hold certifications from **Stripe** and **AWS**, demonstrating our expertise and commitment to delivering high-quality, secure, and scalable solutions.



Our Team

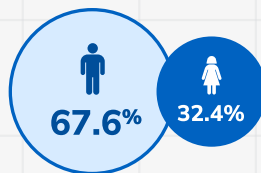
2024

Experience in the Company

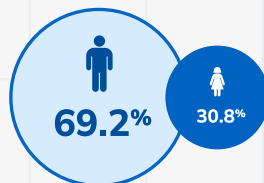


Our Team

In 2024, we hired **32.4%** female and **67.6%** male

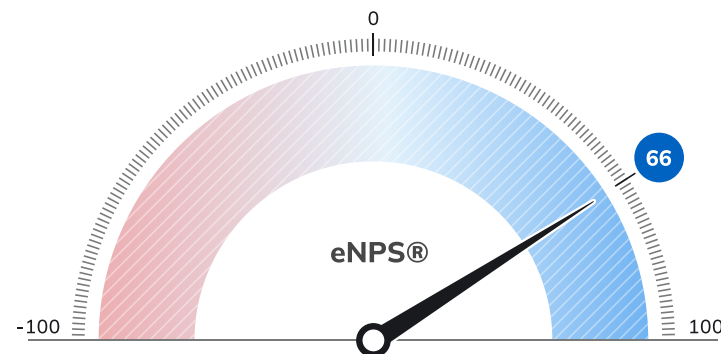


Totally, per 31.12.2024 we had **30.8%** female and **69.2%** male



We are proud that our average **Employee Satisfaction (eNPS®) for 2024 was 66**, which shows how much our team values their experience with us. This high score reflects our commitment to creating a positive and supportive work environment.

It also reflects our commitment to actively listening to our team members' feedback, addressing their needs, and nurturing a culture of growth and collaboration. We believe that a happy and engaged team is crucial to our success, and we will continue to prioritize their well-being as we move forward.



Inspiring career stories in Glorium Technologies



Iryna

Office manager
turned QA specialist



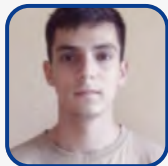
I've taken on several roles while working with Glorium Technologies and I feel an overwhelming desire to grow, maybe harness OA automation or rather an Angular framework. I know my company will support my endeavors.



I had been working at a bank until I found my career dead-end. So, I changed my occupation. First, I cooperated as a part of the back-office team at Glorium Technologies. I would have never thought that without having extensive tech background or education I could work as a part of the IT community. However, after learning about processes, projects, roles in IT, I came to realize I don't have to write code to be a significant part of our tech team.

Our CTO and Co-Founder Dmitriy Stepanov suggested I try my hand at Quality Assurance. Once this position became available on one of the projects, I took it immediately. I've taken on several roles while working with Glorium Technologies and I feel an overwhelming desire to grow, maybe harness OA automation or rather an Angular framework. I know my company will support my endeavors.

Inspiring career stories in Glorium Technologies



Oleh

.Net Developer



The company has gone through a lot of changes during these years, and at every stage, there were things I fancied. There is an opportunity to work remotely, my salary review is regular, there are extra benefits with medical insurance and minimum paperwork within the company



I've been working with Glorium Technologies since 2017. The company has gone through a lot of changes during these years, and at every stage, there were things I fancied.

For now, I am really enjoying the project I'm working on, the modern tech stack user for its realization.

I can't omit the fact that I work with great people, real professionals. There is an opportunity to work remotely, my salary review is regular, there are extra benefits with medical insurance and minimum paperwork within the company.

Continuity in Education

2024

Corporate activities for team members

January:

We started the year with a meetup on React Performance.

March:

Hosted an AI in Software Development event.

May:

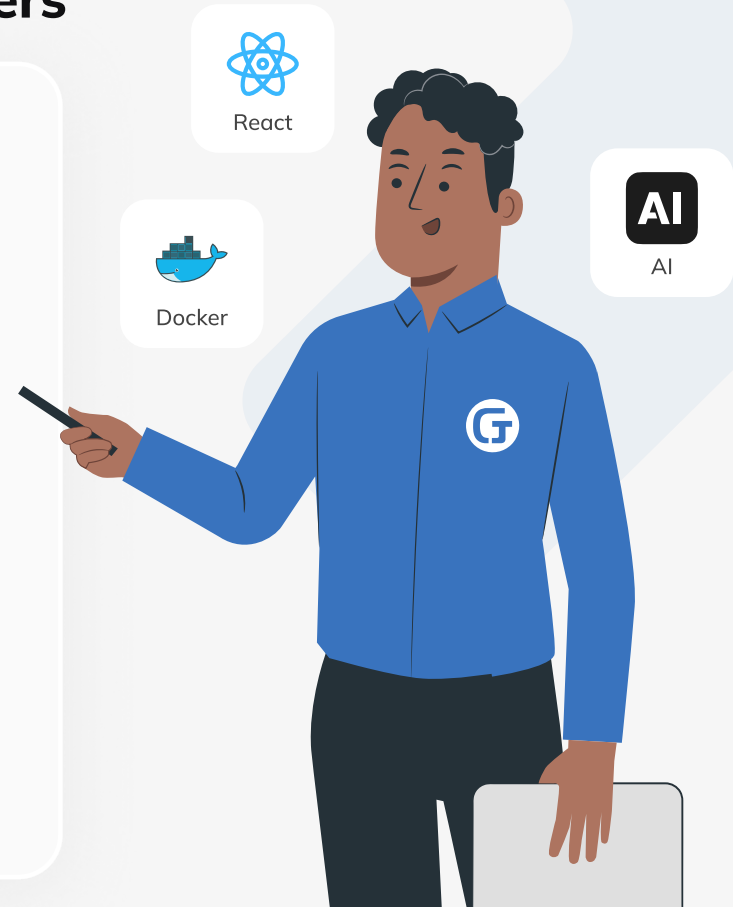
Held a webinar on The Art of Communication featuring a psychologist who shared techniques for improving interpersonal and internal communication.

August:

We organized a meetup on Mastering Test Documentation.

November:

Explored Docker in Everyday Development in a webinar.



Sharing Expertise with Nonprofit Startups

Holding events for nonprofit startups is one of our vital initiatives. We invite leading speakers to participate in topical online conferences, striving to create maximum awareness, bring value.

Startups

Virtual Summit

Nonprofit Healthcare Startups Summit 2023

Building and scaling nonprofit healthcare startups that help people in need and make the world a better place.

August 21, 2024



Paul Rodney Turner



Ajay K Gupta



Walter Ulrich



Amil Khanzada



Manami Yamamoto

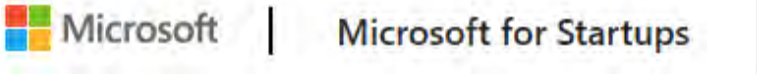


Shawn Pearson

AI Webinars and Virtual Summits

In 2024, we organized 4 virtual summits and 3 industry-leading webinars, attracting over 2,000 registrations and engaging 700+ live attendees. Top companies such as Microsoft, Google, Paylocity, and Autodesk participated as speakers and contributors.

At the Global HealthTech Summit, we teamed up with Microsoft for Startups. This partnership highlights the incredible companies we collaborate with for our events.



Impact Summary

Our Summits and webinars
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2,000+
registrations

Top Speakers from:

Microsoft · Google · Paylocity · Autodesk

700+
live attendees

Topics Covered:

SaaS, AI, Real Estate, Healthcare, Nonprofits,
Tech Leadership

Virtual Summits

1. Boosting SaaS Products with New Technologies 2024

 January 24, 2024

Topics:

Big Data · Data Science · Artificial Intelligence · Machine Learning

2. Digital Transformation in Real Estate 2024

 March 20, 2024

Topics:

How technology is changing the Real Estate industry

3. Startup CTO Summit 2024

 May 15, 2024

Topics:

From Code to Culture — The CTO's Journey

4. Global HealthTech Summit 2024

 November 20, 2024

Topics:

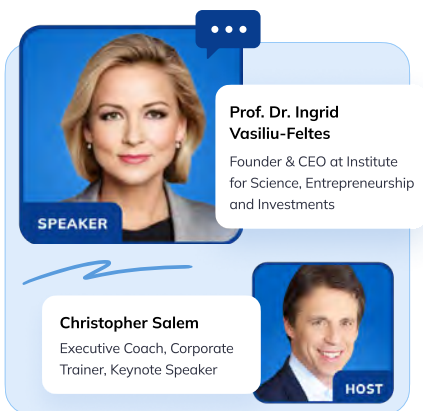
Navigating the AI Revolution in Healthcare

Webinars

1. Navigating the AI Revolution in Healthcare

Topic:

Overcoming Barriers to Innovation



 January 24, 2024

2. Navigating the AI Revolution in Healthcare

Topic:

Empowering Healthcare Professionals with AI Tools



 October 30, 2024

3. Understanding the Explosion of Artificial Intelligence

Topic:

Past, Present, and Future



 December 13, 2024

Top Speakers

Lorem Ipsum Dolor sit amen for the period from January 1, 2023, to December 31, 2024.



Boaz Brudner

Head of Water Life
Cycle SaaS Engineering,
AI, and Architecture –
Autodesk



Murat Ozturan

Lead PM in CSA CTO
Team, ex-CTO of APJ
Services – Microsoft



Rachit Lohani

Chief Technology
Officer, SVP of
Engineering and Product
– Paylocity



Tanmay Kayande

Principal AI Innovation
Architect – Google



Sally Ann Frank

Worldwide Lead –
Health & Life Sciences at
Microsoft for Startups

This annual report highlights corporate social responsibility (CSR) activities for the period from January 1, 2024, to December 31, 2024. The report summarizes the results of 2024 innovations and regular efforts to improve our social, environmental, and economic impact.





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