



CIKLUM

Diversity, Equality & Inclusion **Overview '24**





At Ciklum, we value diversity and celebrate what makes us **different**.

We are a global company and believe that having talented Ciklumers with different **experiences, cultures, and backgrounds** helps us innovate and create the best products for our global clients.

Statement of Purpose

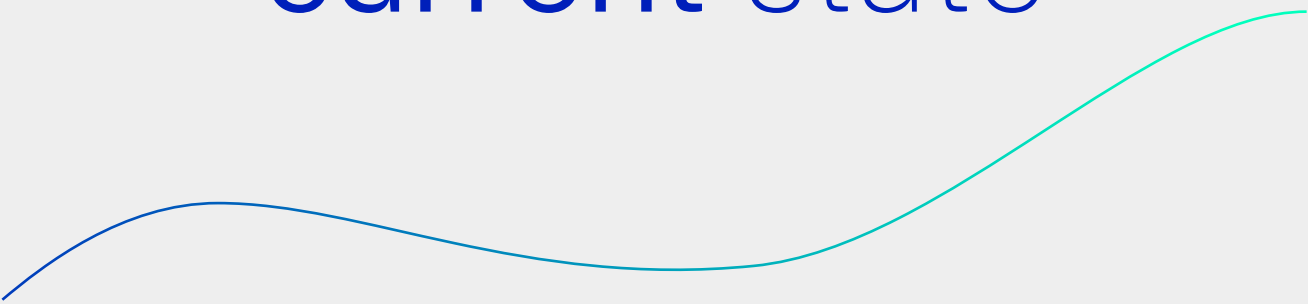
- We understand and **value** a diverse and inclusive workforce
- We are confident expressing **our true selves** at work, understanding each other so we can use our unique perspectives to drive the business forward
- We are open, honest and respectful of **each other**
- We strive for our workforce **to reflect** the diversity of the wider society we operate in
- Diversity and Inclusion is everybody's **responsibility** to foster and it's one of our values
- We value **free** flow of thoughts, ideas, questions and concerns



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Diversity, Equality and Inclusion: **current** state



01

Global Diversity, Equality & Inclusion **Policy**

Ciklum is committed to fostering, cultivating and preserving a culture of diversity, equality, and inclusion among our workforce, and eliminating unlawful discrimination.

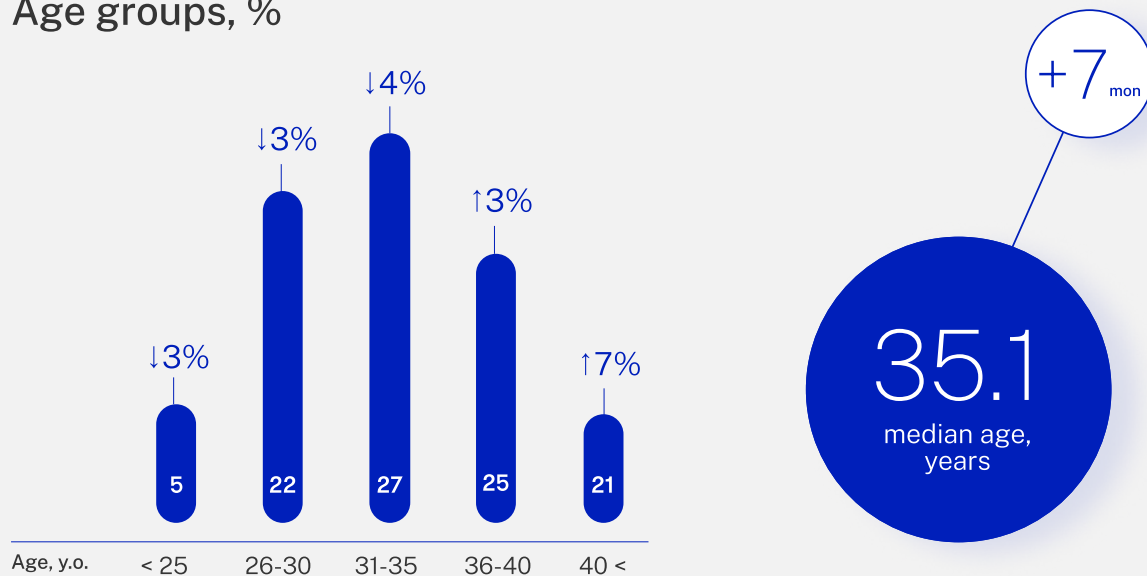
Through the implementation of this policy, we aim to embrace diversity, equality, inclusion, recognize that different backgrounds, strengths, and perspectives will continue to make Ciklum stronger.

We also aim at ensuring our leadership, team, and workplace reflect and respect the diversity of our workforce, our customers, and our partners.

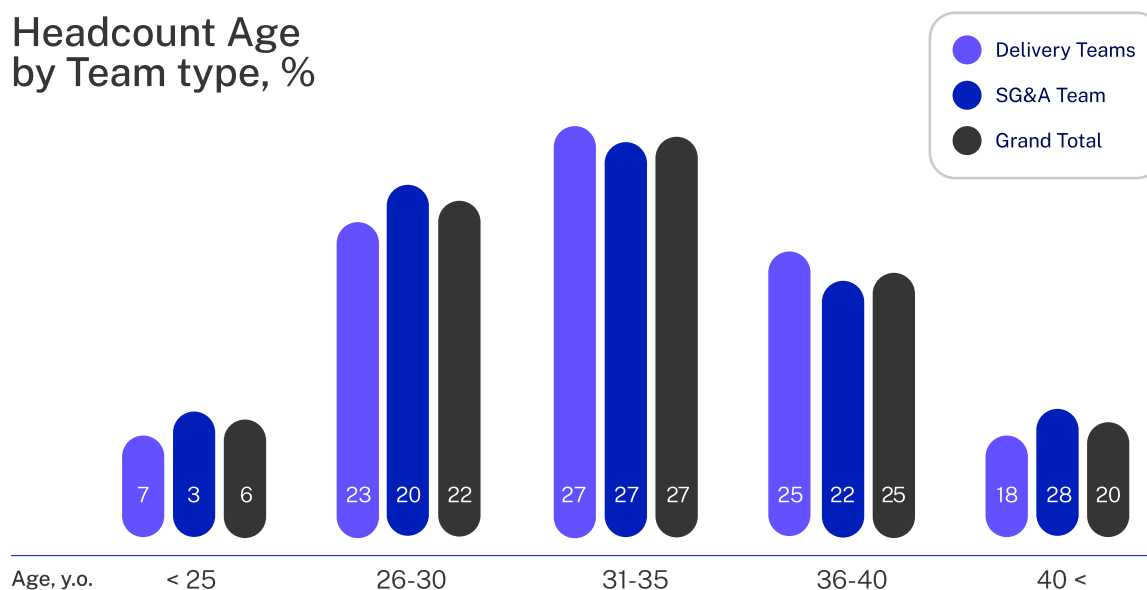


Age Diversity (vs.2023)

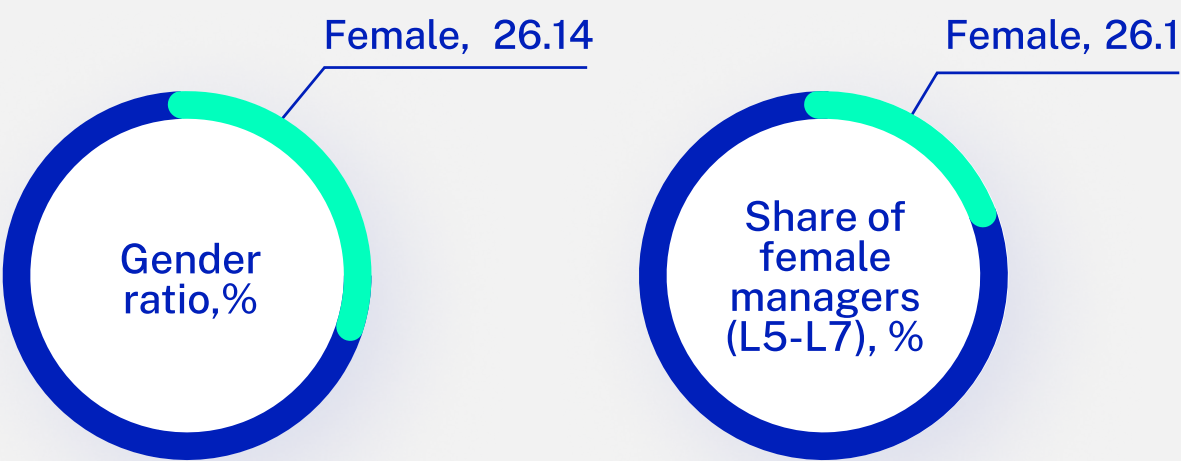
Headcount by Age groups, %



Headcount Age by Team type, %



Gender Diversity (vs.2023)

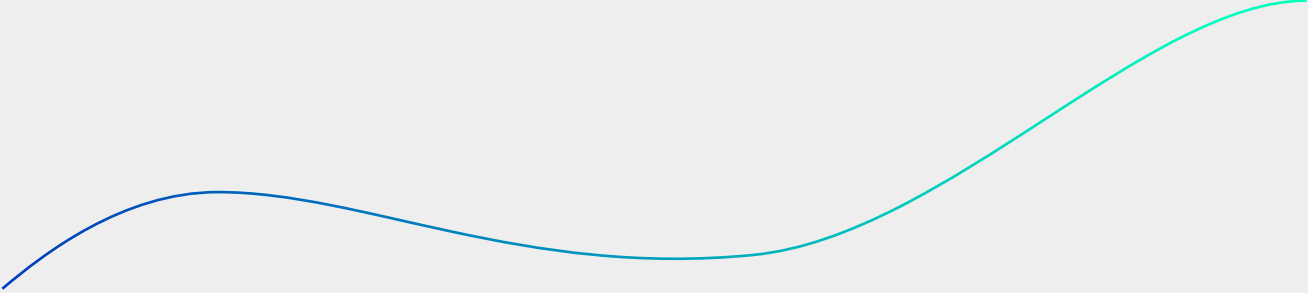


Level	Female,%	Male,%
L1	35	65
L2	33	67
L3	20	80
L4	21	79
L5	27	73
L6	24	76
L7	0	100

Male/Female by Job Family

Primary Job Family	Female,%	Male,%
Architecture	5.26	94.74
Business Analysis	45.33	54.67
Compliance	66.67	33.33
Data Management	19.12	80.56
Data Science and Machine Learning	19.44	80.56
Delivery Management	44.37	55.63
DevOps/IT Infrastructure	3.14	96.86
Digital Marketing	45.45	54.55
Embedded	5.13	94.87
Employer Brand	92.86	7.14
Executive	–	100.0
Finance	71.19	28.81
General administration	61.36	38.64
HR	94.03	5.97
Information/Cyber Security	50.0	50.0
IT Service Management	22.22	77.78
Legal	55.56	44.44
Product Design	43.59	56.41
Product Engineering Management	25.00	75.00
Project Management	0	100
Quality Engineering	35.64	64.36
Sales	23.53	76.47
Software Engineering	11.42	88.58
Support	42.07	57.93
Recruitment	71.60	28.40
Resourcing	89.47	10.53
Unique	21.05	78.95

Women **empowerment**



02

WEmpower campaign 2024

Our **strategic goal** is promoting values of Diversity and Inclusion in Ciklum by celebrating women in technology and business. The campaign was dedicated to International Women's Day, celebrated on March 8.

The program was carefully designed with an interactive format, combining external expertise and celebrating our female leaders by showcasing their successes and achievements.

In-house, we delivered numerous lectures and sessions on the topic, such as "Exploring Uncertainty", "Empowering Women through Wellbeing", "Career Growth Hack for Woman in Tech", and "Inspiring Stories by Female Colleagues".

5

Global initiatives

9

Local events

466

Ciklumers engaged



Inspiration

Celebrating Inclusion

#InspireInclusion
#WEmpower



CIKLUM



WoW
Events

March, 14

17:30 (Kyiv Time)

Health Check-ups for Women – All You Need to Know

#InspireInclusion #WEmpower



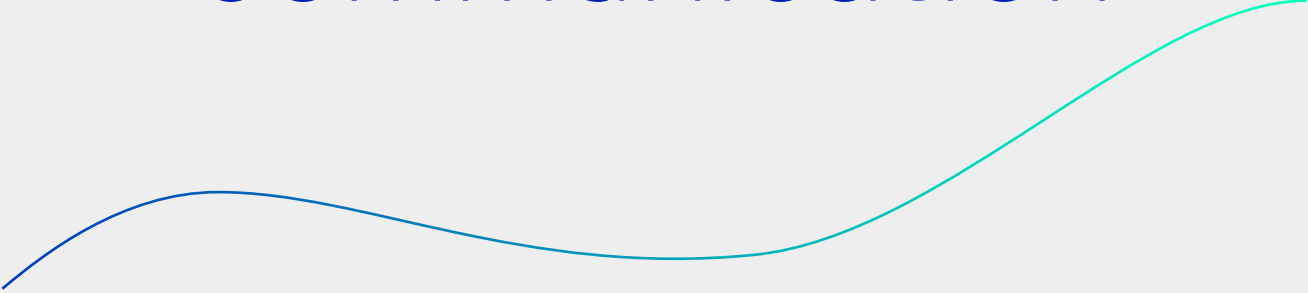
#InspireInclusion

Collaborating with organizations to empower women

In 2024, we actively collaborated with both Women Who Code and Women in Tech Communities. Our female speakers gave presentations at multiple external events, supporting the female tech community in the countries we operate.



Nourishing **cross-cultural** communication



03

We appreciate having a multinational team and celebrate the power that comes with diversity within our global organization and across our wider network.

We continue to improve the diversity of our workforce by creating a culture which empowers all of our people to feel that they are able to bring innovation and creativity. Our established Diversity and Inclusion committee constantly advises and manages our plans and progress.

We provide our leaders and managers with regular D&I trainings, and use our internal social media to promote diversity. The Diversity Ciklum group on Workvivo promotes publications on variety, multiculturalism, anti-discrimination, and related topics.



How to build Trust in Cross- Cultural Business Relationships today



Integrating the military **veterans**



04

Integrating the military veterans

War experience leaves an indelible mark on every military member and leads to an important matter — their further integration back into civil life. To support our colleagues, we provide:

- **Flexible** work arrangements
- **Bench policy:** veterans are eligible for a 3-month bench period with financial support
- Consultations from the Resourcing team to **equip veterans with the necessary skills** to pass project interviews
- **Health insurance:** upgraded packages
- **Welcome kits for veterans** returning from the army to smooth their reintegration into the company processes
- Mentoring within the team, offering **guidance and support** from experienced colleagues
- **Mental health programs** (52 psychological consultations per year)
- **Ciklum Veteran's community**, to facilitate connections between veterans

Forbes Ukraine and robota.ua, independent experts with an established reputation, named Ciklum among the winners of **the Best Employers of Ukraine 2024 ranking**, particularly owing to our initiatives on veteran integration.

Forbes' 30 Best
Employers
for Veterans



85

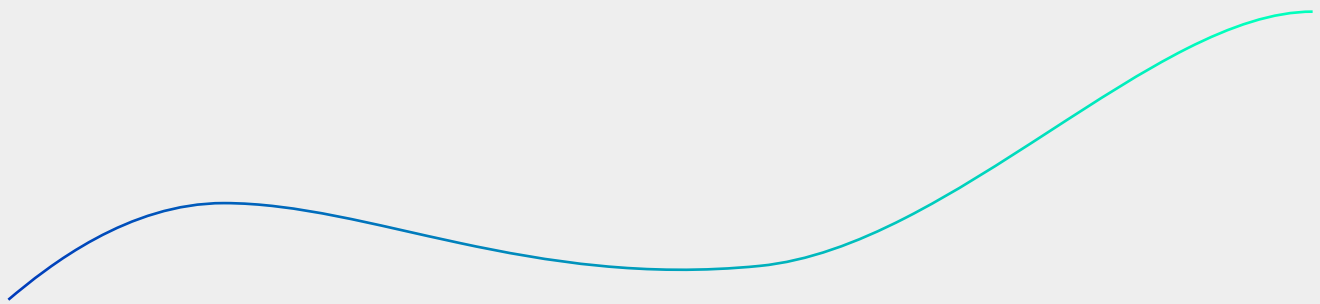
Ciklumers on
a military leave

11

Veterans in
the company

In 2024, Ciklum paid
\$832 104
of military allowance.

Supporting **LGBTQ+**



05

DEI Activities Overview



We value our colleagues for who they are and respect their choices. As people are at the core of Ciklum, we aim at creating a safe place where a person can be integral and be accepted.

With that in mind, we support the LGBTQ+ community during Pride month and with overall awareness campaigns on our internal and external social media.



Keeping DEI on the **top of mind**



06

Employee wellbeing

We strive to create a workplace and culture that prioritizes the needs of our team members and allows them to be themselves.

We are committed to supporting our employees' health and wellness through numerous efforts including providing access to virtual and in-person wellbeing workshops, team building activities and events, health insurance, and mental health support.

One of such was our annual [Wellbeing Month 2024](#), during which we:

- explored the benefits of diverse teams in our webinar;
- reflected on unconscious bias through our thought-provoking quiz;
- listened to an inspiring talk on the journey of veterans;
- fostered connections and shared smiles during our Coffee Days and Hawaiian Luau;
- gained insights on bridging generations and interacting with people with disabilities.



About Ciklum

Ciklum is a global digital solutions company that engineers technology to elevate businesses worldwide. Founded in 2002, Ciklum combines cutting-edge software development with deep industry expertise to deliver innovative, scalable, and high-quality digital products and platforms.

Headquartered in London, with delivery centres and offices across Europe, the Middle East, and Asia, Ciklum serves a diverse portfolio of clients ranging from high-growth startups to Fortune 500 enterprises.

With a strong emphasis on agile delivery, transparency, and collaboration, Ciklum empowers organizations to accelerate their digital transformation journeys. The company's integrated services span product engineering, intelligent automation, cloud adoption, data and analytics, and cybersecurity, all underpinned by a global talent network and a people-first culture.

At the heart of Ciklum's mission is a commitment to creating long-term value — for clients, employees, communities, and the environment — through technology that drives sustainable and inclusive growth.



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For more information
visit ciklum.com