

CORPORATE SOCIAL
RESPONSIBILITY REPORT

LANARS

PAINLESS
INNOVATIONS PROVIDER

Hardware & Software
Development Company

MESSAGE FROM THE CEO

Dear partners,

As responsible business people, we all share the idea that our companies have a responsibility to the society and environment. The LANARS team, as an international business, is proud to be respected not just for the IT solutions we create, but also for how we conduct ourselves as responsible citizens in each country we operate.

2020, 2021, and 2022 are years unlike any we could have imagined. First, there was COVID-19 when humanity had to fight the global pandemic and adapt to the shifts taking place in every part of our lives. Now, in 2022, Ukraine has to fight for democracy and freedom in a war that is raging outside our windows in the 21st century. In times like these, it is of paramount importance to have your goals clear as ever and stick to them in order to help your employees and power the worldwide economy. Thus, the issue of CSR has become more relevant than ever.

We have aligned our professional activity with the principles of social responsibility that correspond to many of the UN Sustainable Development Goals, established in 2015. Obviously, we adapt our strategy and vision to the changes that are happening right now. Finally, LANARS strives to bring about change and help to achieve those goals through our focus on three themes: inclusive employment, raising a new generation, and technologies without borders.

Our progress is addressed in more detail in the following report.

Best regards,
Arslan Tayliyev

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01

COMPANY PROFILE

HARDWARE

SOFTWARE

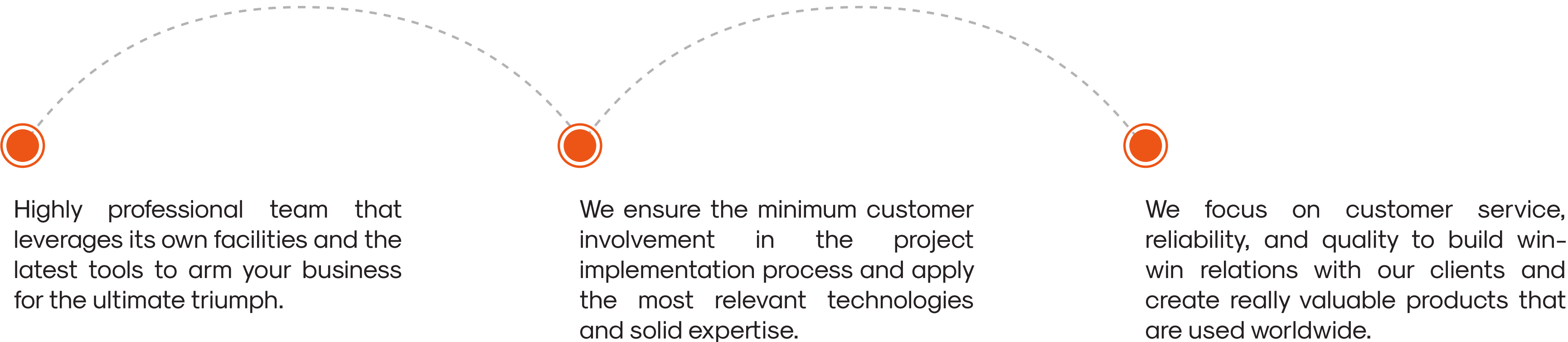
ABOUT COMPANY

We are LANARS — an international hardware & software development company with headquarters in Norway, Ukraine, and Georgia. The IT services we provide are dedicated to helping businesses today be in time for tomorrow.



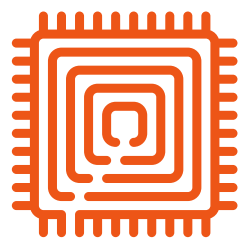
ABOUT COMPANY

LANARS is a painless innovations provider — we are on a mission to make drastic innovations simple and effortless for any business.



LESS BOTHER
LESS TENSION
LESS STRESS

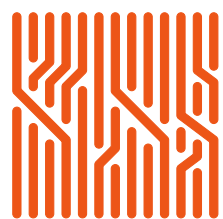
AREAS OF OUR EXPERTISE



HARDWARE DEVELOPMENT

We create the Internet of Things, the Industrial Internet of Things, and Embedded systems in our unique laboratory.

We develop power and high-frequency electronics, implement embedded programming, as well as employ various peripherals, sensors and systems (like Altium Designer, Autocad and many more).



SOFTWARE DEVELOPMENT

We apply the full range of modern technologies to develop outstanding mobile applications, websites, CRM & ERP systems, and custom enterprise applications.

We provide full-cycle development of applications and websites, doing both front-end and back-end coding in languages like Java for Android, Swift for iOS, and Flutter for cross-platform apps.



VALUES, MISSION & APPROACH

WE STRIVE TO LEADERSHIP

We're incredibly ambitious — we left our comfort zone when we started this journey. Now our attitude in business is to be the first

WE ARE THE TEAM

Each of us is a unique instrument, but together we're an orchestra. As a team, we put our hearts and souls into the work we do

WE ARE ORIENTED TOWARDS PROFIT

We get hyped up by implementing projects that are the most widely used, loved, and profitable. It keeps us going

WE ARE DRIVEN BY COMPETITION

Each of us is a unique instrument, but together we're an orchestra. As a team, we put our hearts and souls into the work we do

WE PROVIDE RELIABILITY

When it comes to business, we ensure the result and cutting-edge innovations

WE STAND FOR HONESTY

We seek truth and speak openly about demand, money, and technologies

- **OUR MISSION**

LANARS is on a mission to make drastic innovations simple and effortless for any business.

- **OUR APPROACH**

We do believe that information technologies are the property of all mankind, thus they should be understandable and available to everyone, IT projects should be painless and affordable for any venture. That is why we build our business based on the principles of honesty, transparency, and excellent client service — we educate our clients if necessary and ensure their minimum involvement in the project without wasting their time to make digitalization easy and painless.

Competition in the market allows our team to spread this approach, and make painless digital transformation the norm for any company worldwide. Join us, and let's make the drastic innovations effortless!

CORPORATE STATISTICS

More than just numbers — these highlights represent our values in action and we strive to make these stats even better with our corporate social policies.



100+

Total employee
count

7/18

Management
positions held by
females

24%

Junior Specialists 19+
take up positions of
various levels of seniority

20%

Employees 35+ are given
equal opportunity to pursue
their dream career

1:1

Global gender pay
parity

40%

Representation of
women in our
workforce

02

CORPORATE SOCIAL RESPONSIBILITY

INCLUSIVITY

NEW GENERATION

BORDERLESS TECH

LANARS AND THE UN SUSTAINABLE DEVELOPMENT GOALS

Our principles of corporate social responsibility correspond to the certain UN Sustainable Development Goals. We seek to contribute to the areas where we see the opportunity to deploy our skills, expertise, and effort in making our planet and country a better place to live in.

When the world is facing hardships, we cannot stay aside as it is our concern and responsibility too, it affects people irrespective of their origin. LANARS streamlines all resources and professional activity to achieve tangible results in three directions of our CSR policy that we outlined for our company activity in the upcoming years.



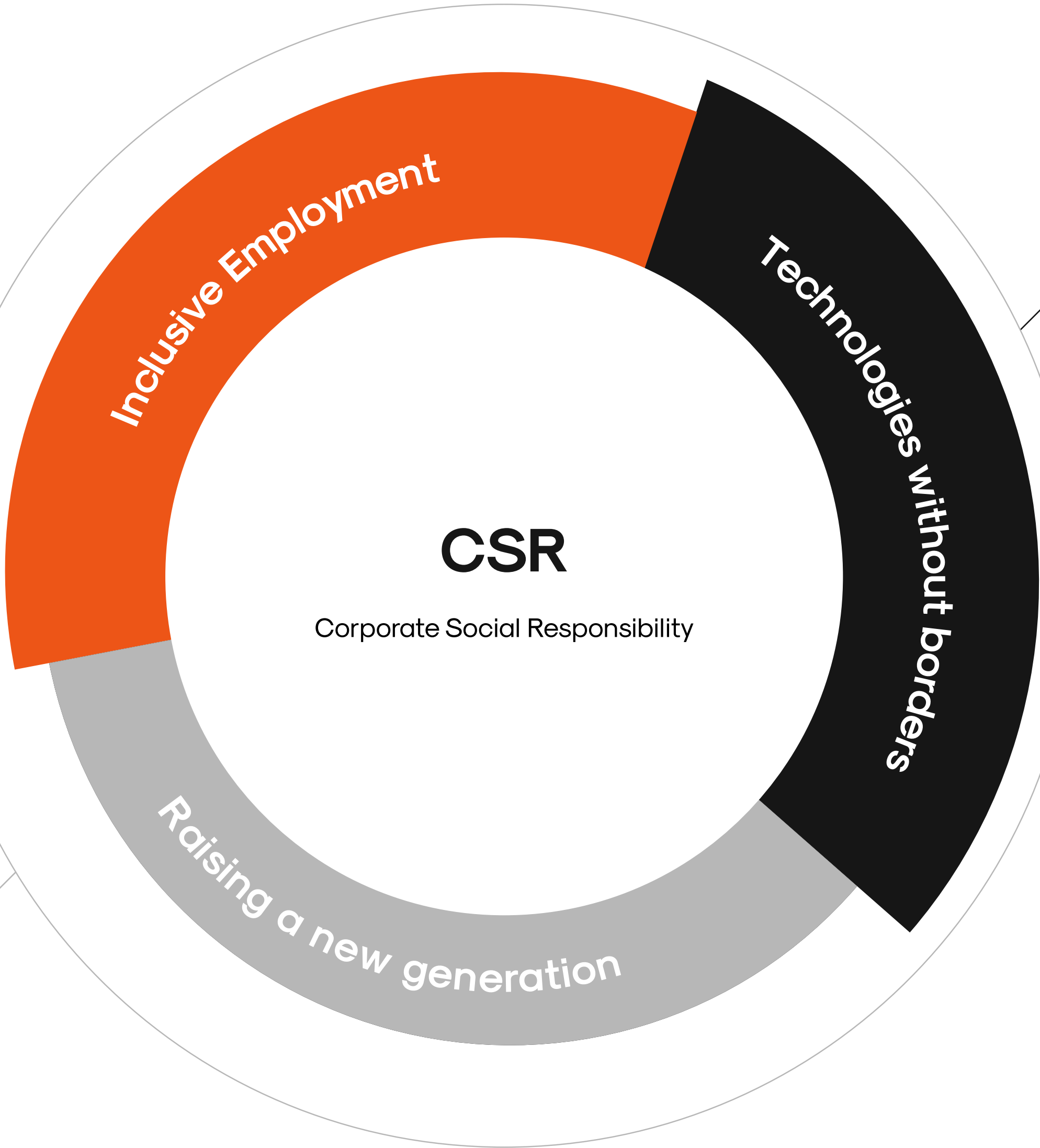
Inclusive Employment

We avoid any discrimination in our team by hiring people regardless of their race, gender, origin, and age.



Raising a new generation

It is not only easy for youth to find a job at LANARS, we additionally conduct free educational training for everyone.



Technologies without borders

Since our specialists at the R&D department are raised and educated in the heart of the spacecraft engineering industry — Dnipro — they have unique knowledge in electronics and hardware development.



INCLUSIVE EMPLOYMENT

EQUITY

DIVERSITY

IT SHOULD BE AVAILABLE FOR ANY WORKER

We establish our HR policy on the principles of inclusivity and diversity. We avoid any discrimination in our team by hiring people regardless of their race, gender, origin, and age. Working retirees are represented in our team as well as gen-Z employees, 7 out of 18 management positions are held by females, and professionals with disabilities are welcomed and successfully work in our team.

Talking about specific actions, we have a program of training with further employment for people affected by the hostilities in the East of Ukraine, veterans, and

displaced persons. As Russia’s war in Ukraine and against democracy in the whole world rages, we consider our core purpose to be finding the best ways to protect and help the people who suffered from the full-scale Russian invasion in Ukraine and provide for the accelerated restoration of peace, as it is the foremost pillar on which we build our civilized community on Earth.

We are committed to this policy because IT should be understandable and available for any human, including in the employment context. A decent workplace, adequate and market-competitive salary should be offered to any specialist willing to bring in their expertise to the field or endeavor to acquire experience and skills in our company.



RAISING A NEW GENERATION

- EDUCATION
- CAREER

WE MAKE THE IT INDUSTRY SIMPLE TO ENTER

It is not only easy for youth to find a job at LANARS, we additionally conduct free educational training for everyone. Moreover, we provide scholarships for obtaining a Master's in IT for the most promising students. We are of the view that the values and approach of the young generation will empower digitization worldwide.

We believe that providing young people with a decent education and encouraging lifelong learning

should be a guiding principle for international companies. This way we will foster competitiveness for the future generation, and instill confidence in their capabilities to make a difference. They will be sure that they are welcome to cooperate and the ideas they bring to the table will only freshen up some old-fashioned views, and accelerate the implementation of innovations.

Generation Z is already in the driving seat of the world's economic development process, starting new careers and seeking self-improvement. LANARS wants to be the partner for junior specialists on their route toward realizing their professional ambitions.



TECHNOLOGIES WITHOUT BORDERS

GLOBAL

INNOVATIVE

INFORMATION FOR ALL — FAIR COMPETITION FOR ALL, AND BENEFIT FOR ALL

Since our specialists at the R&D department are raised and educated in the heart of the spacecraft engineering industry — Dnipro, Ukraine — they have unique knowledge in electronics and hardware development. Since this expertise is not available to most people worldwide, we share this knowledge for free and in English. Led by the idea that information technologies are the property of all mankind, we organize webinars, and events, and publish articles, case studies, and other educational content with open access.

We are promoting the approach to provide everyone with much-needed information or solutions in their effort to improve and transform the infrastructure of the global communities.

Within this direction, we also are advocates for a global partnership for sustainable development. LANARS, as an international company, serves as a driving force for establishing crucial business and cooperative connections between IT industry leaders and visionaries across Europe and beyond. It helps us promote our approach to technology without borders to a wider audience and engage more people that want to endorse global digitalization.



PAINLESS INNOVATION FOR CHANGEMAKERS

WITHIN THE SCOPE OF OUR PROFESSIONAL ACTIVITY, WE DELIVER HARDWARE AND SOFTWARE DEVELOPMENT SERVICES TO COMPANIES THAT PROMOTE SUSTAINABILITY WITH THEIR PRODUCTS.

LANARS empowers them with digital solutions and technology to make it work. We become the partners for change in directions that form the basis of these specific SDGs as well:

3 GOOD HEALTH AND WELL-BEING



7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



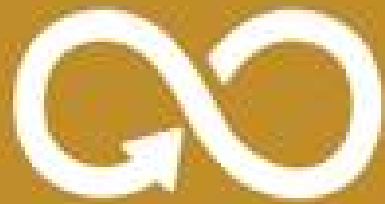
11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



COOPERATION PRINCIPLES

OUR GUIDELINES

- LANARS encourages innovations and digital transformation in any way — if you found a way that no one has seen before, share it with people, give it a try and revolutionize someone’s life (or business).
- We opt for socially responsible companies that maintain a rigid stance in terms of environmental protection and global social responsibility.
- We usually partner with companies that share our vision that doing everything possible within the scope of one’s capabilities is the basis for corporate social responsibility. Such an approach should become a new standard for every business that wants to consider itself conscious, purposeful, and valuable to the worldwide community.
- We don’t work with businesses, stakeholders — anyone from Russia — an aggressor country that cannot be tolerated in the Ukrainian business environment in any way.

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LANARS

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