

zoolatech

Zoolatech Corporate Social Responsibility Report

2025



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Message from Roman Kaplun



Every business has a core. Ours is our people.

In a year filled with challenges and change, one thing stayed constant, our commitment to each other and to those around us.

At Zoolatech, CSR is not a department. It's not a checkbox. It's a reflection of who we are. It shows up in how we support a teammate, how we respond to a crisis, how we choose to give — even when no one is watching.

I'm grateful to everyone who ran, donated, volunteered, baked, led, listened, and acted this year. You remind us that we are more than a tech company. We are a community.

And when we come together — with care, with courage, with compassion — that's where the real impact happens.

Roman Kaplun

CEO & Co-Founder, Zoolatech

Message from Denis Rogov



Purpose is not a one-time effort. It's what shows up in the everyday.

This year reminded us that impact is not something you scale overnight. It's built choice by choice, when people say yes to empathy, to responsibility, to showing up.

At Zoolatech, we've always believed in culture as our foundation. Not a slogan on a wall, but a living, breathing thing expressed through action.

In 2025, we saw that culture move: across countries, through volunteer groups, into shelters, hospitals, and classrooms. We saw charity become a habit. Wellness become shared. Initiatives that started years ago took on new life because people believed they mattered.

I'm proud of what our teams built, gave, and became this year. We don't just deliver software. We build something much harder — trust. And that's what this report celebrates.

Denis Rogov

President & Co-Founder, Zoolatech

Message from Alina Gerasimenko



Operations is about enabling — and this year, we enabled people to care.

Charity was not a side project for our teams. It was something they lived — in working hours and far beyond. I saw colleagues join emergency efforts, help relocate families, coordinate food deliveries, organize drives, support displaced communities, and still show up for each other at work the next day.

I'm especially proud that in 2025, charity became a part of how we operate, not just what we support. We made it easier to contribute. We built better systems around care.

This is my favorite part of the work we do. Not because of KPIs — but because of the people behind them.

Alina Gerasimenko

Senior Director, Operations, Zoolatech

Message from Hanna Kysylevska



Culture isn't built in town halls. It's built in the quiet, consistent moments when people choose to care.

This year, I watched our teams show up for each other, for their communities, and for the world around them. Sometimes in big ways, sometimes in unseen ones.

Wellbeing, inclusion, belonging — these are not buzzwords for us. They're lived practices. From peer support sessions to mental health initiatives, from care packages to kids' gifts — everything we did was rooted in one thing: people matter.

In 2025, we saw that when people feel supported, they create impact. And that impact spreads across families, across borders, across causes.

Thank you to everyone who made that possible. Your care shaped this year more than you know.

Hanna Kysylevska

VP, People, Zoolatech



About Zoolatech



About Zoolatech

Zoolatech is a global software engineering partner helping enterprises modernize legacy systems, adopt AI, and build scalable digital platforms. Founded in 2017 in Silicon Valley, we are self-funded and profitable from day one. With over 600 engineers across Poland, Mexico, Ukraine, and Turkey, we combine Silicon Valley leadership with global delivery precision.

Our teams specialize in reengineering complex systems, building intelligent products, and accelerating delivery without disruption. We partner with top-tier clients across the US and EU, supporting mission-critical work in retail, fintech, health, and enterprise software.

What sets us apart is how we deliver: with trust, transparency, and people-first leadership at the core.

In 2025, our culture of care continued to guide our growth. We showed up not just as engineers, but as volunteers, mentors, and advocates. From humanitarian aid to community wellness, we worked to build a future that's not only digital – but inclusive, resilient, and shared.

Core Industries:

Retail, fintech, health, enterprise software

CSR Focus:

Charity, StandWithUkraine, education



Founded

California

Development Hubs

LatAm & EU

Nationalities

20+

Languages

10+

Our CSR Vision

At Zoolatech, CSR is integral to how we work, lead, and support one another.

In 2025, global uncertainty and the war in Ukraine shaped our focus on what matters most: people, trust, and responsibility in action. CSR at Zoolatech means showing up consistently — supporting our people, responding to real needs, and building long-term impact through care, partnership, and shared ownership.

What CSR Meant in 2025

- Prioritizing people's safety, wellbeing, and support during crisis
- Delivering humanitarian and community aid via ZoolaCare and StandWithUkraine
- Empowering teams to lead impact initiatives
- Operating responsibly through remote-first and sustainable practices

In Conclusion

CSR at Zoolatech in 2025 was driven by one belief: care becomes powerful when it becomes a habit.

Our Four Pillars



Empowering People

We support our people through wellbeing initiatives, mentorship, education, and transparent communication. In 2025, this included mental health support, flexible work models, and growth opportunities across regions.



Driving Social Impact

Our charity work is continuous and people-driven. Through ZoolaCare, StandWithUkraine, and ZoolaRun, employees turned compassion into action, supporting humanitarian, medical, and community causes.



Fostering Inclusion & Belonging

We work to build a culture where people feel safe, valued, and heard. From inclusive leadership practices to community support initiatives, belonging remains central to how we grow.



Growing Responsibly

We believe sustainable growth is people-first. Our remote-flexible model, digital-first operations, and responsible travel practices help reduce environmental impact while supporting work-life balance.

Our Values

At Zoolatech, values are not statements on a wall. They guide how we act, especially in moments of uncertainty and pressure.

In 2025, our values were reflected in everyday decisions, quiet leadership, and collective responsibility.

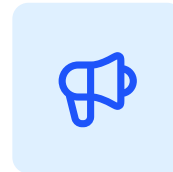


ZoolaRun, Turkiye, Spring 2025



Extreme Ownership

Everyone at Zoolatech is empowered to lead. Teams took initiative, coordinated aid, supported colleagues, mentored talent, and ensured work continued with care and accountability.



Speak Up

We maintain open, transparent communication and promote psychological safety. Feedback is encouraged, voices are heard, and difficult conversations are treated with respect.



Learn & Adapt

We continue to learn in real time. In the face of change, we stayed flexible, reflected on outcomes, and moved forward with intention and integrity.

Our Fundamentals

Live a Full, Healthy Life

Charity

Sport

Ethics



ZoolaCare



ZoolaCare

In 2025, ZoolaCare played a central role in supporting humanitarian, medical, and community initiatives, uniting company resources and employee efforts to deliver meaningful assistance.

Contribution in 2025
\$299,000



How Support Was Delivered

- Company-funded contributions, along with matching employee donations, to maximize overall impact.
- Internal fundraising initiatives and charity events, including ZoolaRun, that engaged employees.
- Targeted, address-based assistance delivered through trusted partner networks to ensure timely and effective support.

Focus Areas of Support



Humanitarian Aid

Support for civilians and internally displaced people.



Medical Support

Hospital aid and rehabilitation supplies.



Essential Supplies

Non-lethal equipment, warm clothing, and household essentials.



Employee & Family Support

Assistance for mobilized employees and military families.



Support for Children & Civilians

Aid for children and civilians in frontline and affected regions.

Key Partners & Channels

Large charitable foundations and programs, including the “Ptakhy” Foundation (tactical medicine).

Local humanitarian initiatives in Kharkiv, Dnipropetrovsk, and Poltava regions.

Direct support to mobilized Zoolatech employees and medical institutions.



Types of Assistance Provided

- Financial donations.
- Systematic humanitarian and medical aid delivered through local teams and partners.

Additional Initiatives



Essential Medical Assistance

Ongoing support for hospitals in Kharkiv, including medicines, medical consumables, and household equipment.



Humanitarian Support for Protection Units

Humanitarian assistance to air defense and mobile fire units protecting the Kharkiv region, focused on non-lethal supplies and medical support.



Community Relief & Children's Support

Regular food programs, hot meals, hygiene supplies, clothing, water, and children's support initiatives, including camps and educational programs.





StandWithUkraine



Our Daily Charity Engine

StandWithUkraine

Zoolatech is a people-first company where culture is the foundation of everything we do. In 2023, we focused on growth, wellness, and authentic connection.



We sincerely thank Zoolatech and the entire team for your generous support and compassion. Your help is not just assistance — it's hope.

— Volunteers Vladyslav, Serhii, and Roman



ZoolaCare 2025 Summary

In 2025, ZoolaCare remained one of Zoolatech's most consistent social impact initiatives. Working with local communities, churches, medical teams, and volunteers, we delivered support where it was needed — every week.

Humanitarian aid

Over 8,000 food kits were delivered across Kharkiv, Donetsk, Poltava, Dnipropetrovsk, Sumy, and other affected regions, alongside weekly distributions of medicine, clothing, hygiene supplies, and clean water.

Hospital & military support

Military hospitals in Kharkiv received regular aid, while medical supplies, generators, warm gear, and essential equipment supported frontline needs.

Children's support

More than 20 programs supported over 2,500 children with meals, activities, gifts, and psychological care.

Senior care

Weekly hot meal programs in Poltava, Kharkiv, and surrounding areas delivered more than 4,500 meals to elderly people in need.

Total impact in 2025

More than 10,000 people were supported, including displaced families, children, seniors, and frontline communities.

Partners

Local partners, hospital medical staff, volunteer teams, and refugee shelters.



Education & Mentorship

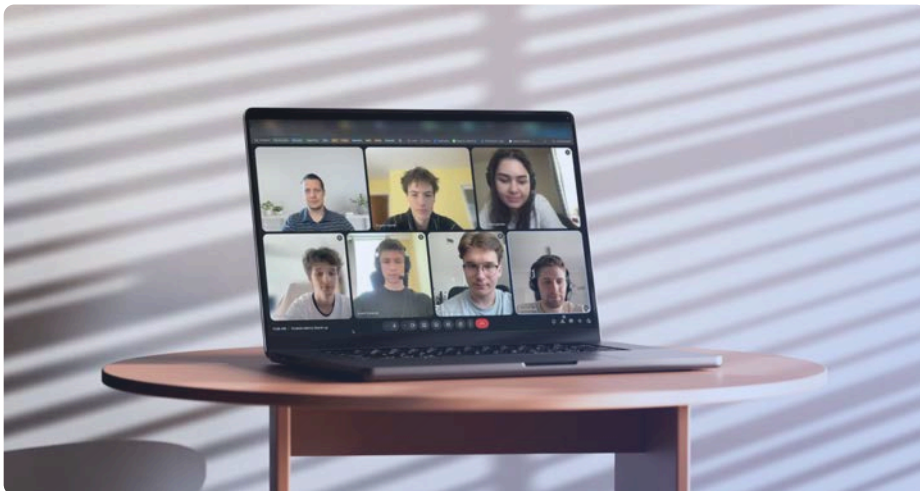


Education, Mentorship & Social Reintegration

ZoolaAcademy

ZoolaAcademy is Zoolatech's internal mentorship program designed to prepare interns for real engineering roles through hands-on learning.

In 2025, interns worked with Java, React, GCP, Kubernetes, Kafka, and CI/CD, contributing to a real internal product, Presentation Builder, now nearing MVP. Two interns joined project teams as Junior Engineers. ZoolaAcademy reflects our commitment to practical learning, mentorship, and long-term talent development.



ZoolaAcademy

Technology creates value through opportunity.

Digital Academy

In 2025, together with Magic of Kindness and the Academy of Labor, Social Relations and Tourism, we supported the launch of Digital Academy — a free educational hub for veterans and teenagers from socially vulnerable communities.

Digital Academy provides practical digital skills aligned with today's job market, supporting learning, professional growth, and social integration. The learning space is being prepared in Kyiv.

Zoolatech contributed furniture and equipment, helping create a comfortable, ready-to-use environment from day one, while our partners develop the educational programs and operational model.

Digital Academy reflects our belief that education, partnership, and long-term commitment create sustainable impact and open real paths toward independence and opportunity.



One truck full of care and support from our team.



Digital Academy



ZoolaRun



ZoolaRun 2025

In 2025, ZoolaRun marked a special milestone — our 10th run. What started in 2019 as a simple idea to stay active and connected has grown into one of Zoolatech’s most meaningful global traditions.

ZoolaRun is not about competition. It is about turning movement into connection and collective effort into impact across borders, time zones, and teams. Each activity was tracked digitally, allowing participants to move in their own way while staying connected through a shared global experience.



I was happy to understand that this is our anniversary — the 10th ZoolaRun. What started as an experiment became one of the backbone elements of Zoola culture. Hundreds participate globally, but it’s something deeply ours.

— Denis Rogov, Co-Founder, President of Zoolatech



ZoolaRun, Poland, Autumn 2025



ZoolaRun, Poland, Spring 2025



Spring 2025

Participants:

109

across 10+ countries

Total Distance:

588 km

with 101h activity time

Raised:

\$3,864

Causes supported:

✓ Employee-selected charitable initiatives.



Autumn 2025

Birthday Edition

Participants:

99

across 10+ countries

Total Distance:

527 km

with 140h of activity time

Raised:

\$1,480

Causes supported:

✓ Transferred funds to the “Ptakhy” Foundation to support tactical medicine.



Environmental Responsibility



Environmental Responsibility

While Zoolatech is not a manufacturing or resource-intensive business, we recognize our responsibility to reduce environmental impact and promote responsible practices within our industry.



Remote-Flexible by Design

We prioritize digital-first collaboration and maintain local hubs only when needed, optimizing for minimal environmental footprint.



Our remote-flexible model significantly reduces the need for daily commuting, office utilities, and inter-office travel.

Green Operations in Action



Low-Waste & Digital-First Operations

We minimize paper use by prioritizing digital workflows, documentation, and centralized knowledge-sharing platforms across teams.



Flexible & Shared Workspaces

Our remote-first approach and shared co-working hubs reduce commuting, unused office space, and long-term energy consumption.



Responsible Travel Practices

We emphasize remote collaboration and coordinated group travel to reduce frequent flights and lower our overall travel footprint.





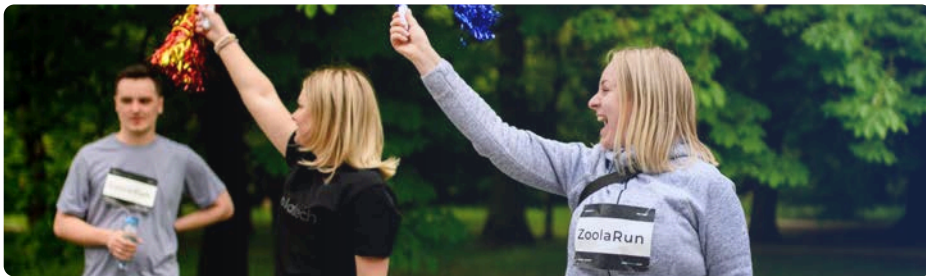
Looking Ahead



Looking Ahead

As we reflect on 2025, we recognize a year shaped by resilience, care, and shared responsibility. Across regions and teams, we continued to show up for one another, for our communities, and for causes that matter.

Looking forward, we remain committed to building impact that is sustainable, human, and grounded in action. Responsibility at Zoolatech is not a one-time effort — it is how we operate, grow, and support one another every day.



ZoolaRun, Poland, Spring 2025

In Conclusion

We will keep showing up for our people, our partners, and the communities we serve. At Zoolatech, responsibility is not a checkbox. It is a commitment.

Our Priorities for 2026:

Support for Ukraine

Continue long-term humanitarian, medical, and community support through trusted local partners and volunteer networks.

People Wellbeing & Care

Strengthen employee wellbeing initiatives, including mental health support, community programs, and inclusive engagement.

Education & Growth

Expand internal learning, mentorship, and practical education initiatives that support long-term career development.

Global Community Engagement

Build on ZoolaCare, ZoolaRun, and volunteer-driven initiatives to increase participation and collective impact.

Sustainable Operations

Further integrate responsible, digital-first, and remote-flexible practices into how we operate globally.

Acknowledgements

This report reflects a collective effort built on compassion, initiative, and trust. We are deeply grateful to everyone who contributed their time, energy, and care throughout the year.



Zoola All-Hands, Poland, Winter 2025

Special Thanks:

The People Team, for supporting and caring for employees across regions.

The Operations Team, for coordinating logistics, enabling initiatives, and supporting teams in crisis.

CSR coordinators and volunteer leads, across Ukraine, Europe, LATAM, and beyond, for their dedication and leadership.

Internal engineers and contributors, for building and supporting platforms that enable community initiatives.

Every Zoolatech employee, who donated, volunteered, and helped turn care into action.

Our colleagues in Ukraine, for their resilience, strength, and unwavering commitment in the face of ongoing challenges.

2025

zoolatech



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