



REPORT

2023

Corporative social responsibility

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Our CEO's message



Vyacheslav Vanyulin

CEO, Auriga

Thank you for your unwavering dedication to the Auriga mission. Together, we will continue to make a difference, not just in the tech world but in the lives of countless individuals around the globe.

Dear Auriga Family,

Amid the geopolitical instability that characterizes the year 2023, it becomes even more imperative for Auriga Inc. to reaffirm our dedication to the values that have defined us for over three decades. Our company represents people of diverse origins and political views, but our shared purpose unites us – to make the world a better, safer, and more prosperous place for all.

Throughout our journey, Auriga has played an integral role in software development and testing for products that save lives in hospitals, connect people and devices worldwide, maintain safety in the working environment, and ensure the reliability of mission-critical equipment. We take immense pride in our contributions to society, knowing that our work touches lives and brings positive change.

But our commitment extends far beyond the realm of technology. It resides in the hearts of our employees who have consistently engaged in charity and volunteering efforts, bringing hope and catalyzing positive changes in their communities. This ethos of giving back has always been a part of our corporate culture, and we will continue to foster it.

As we navigate the uncertain waters, let us remain resolute in pursuing a brighter future. Our shared values of integrity, innovation, and social responsibility will guide us through these tumultuous times, allowing us to emerge more robust and resilient than ever.

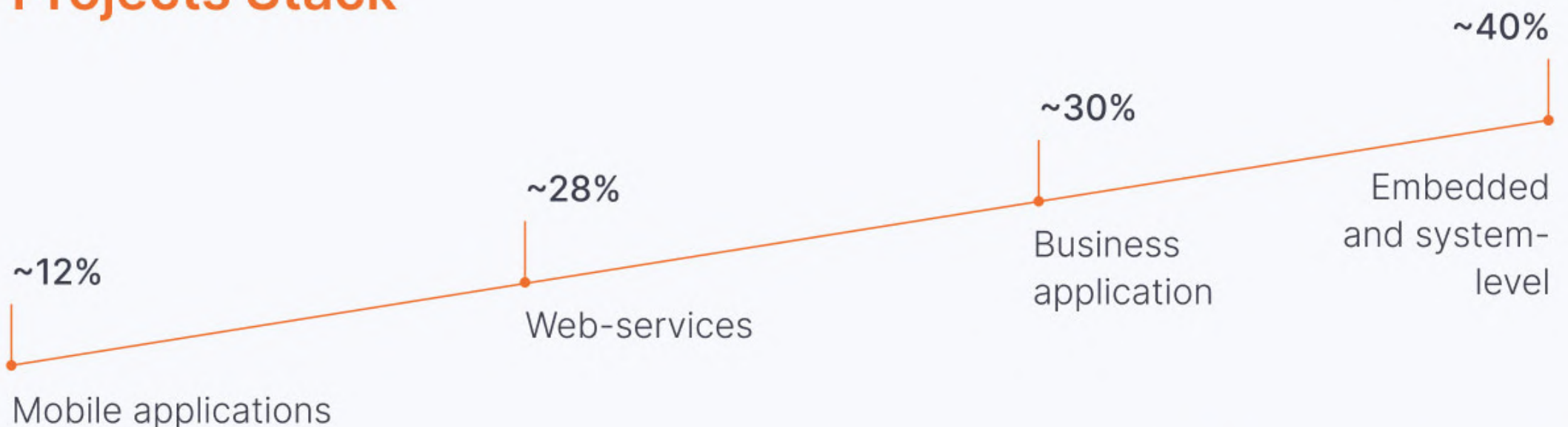
Introducing Auriga

With 30 years of experience, Auriga has pioneered full-cycle software development and testing. Our expertise empowers customers to drive innovation, reduce costs, enhance safety and reliability, and accelerate the development of next-generation products across diverse domains. We have perfected a seamless process that seamlessly integrates with your existing team, swiftly bolstering your capabilities where needed and expediting new product development and the maintenance of existing products. It's like having an extension of your team, ensuring a smoother and more efficient development journey.

Services

- R&D, prototyping, simulation models
- Software development
- Testing, test automation, and quality assurance (QA)
- Maintenance and support
- Integration with third-party systems
- Customization of out-of-the-box solutions
- Code re-engineering, refactoring, and migration to new platforms
- Technological and process consulting in the software field

Projects Stack



(4)

PR@AURIGA.COM

WWW.AURIGA.COM

Auriga's footprint

Stability

founded in 1990

Compliance

ISO 13485, ISO 9001

Flexibility

FP, T&M, Dedicated Center, Agile

References

customer satisfaction track record

Partnerships

Microsoft, Intel IoT Alliance, Amazon AWS, OR.Net, Parasoft

Key Markets

North America, Germany, Eastern Europe, Israel, East Asia

Security

up-to-date infrastructure with increased security requirements (SecureScoreCard 98%)

Industry Domains

Hardware manufacturers, Medical Devices, ISVs, Consumer Electronics, Industry Automation, E-commerce, Logistics,

100+

Projects yearly

8+

R&D labs

120+

Clients

8

Locations

500+

Employees



(5)

PR@AURIGA.COM

WWW.AURIGA.COM

A partner you can trust



Auriga is the partner you can trust to develop safe, secure, and reliable products to stay competitive, compliant, and cost-effective.

Auriga was named among the Superstars of the Global Outsourcing 100® ranking for its sustained excellence.



CSR Quick facts — 2023

85%

Community involvement

of employees are engaged in charitable activities

130+

Learning and growth

courses organized by Corporate Training Center

53%

Gender diversity

of women in the Executive Management Team

600+

Learning

attendees of educational courses

20+

Our people

donors

Charity

official corporate sponsor of Wings of Life

Community involvement and development



Employee volunteering is one of the most impactful avenues for Auriga to foster connections with communities and local partners, all while enhancing our standing as a responsible corporate entity. We encourage our employees to incorporate volunteering into annual personal development plans.

We've established a dedicated platform called "Acts of Kindness" on Auriga's intranet portal to facilitate this. Here, employees can share information about pressing causes that require support, creating a space where our team can unite to make a difference.

Across every city where Auriga maintains a presence, our employees are deeply engaged within their communities and dedicated to creating a more positive and harmonious world.

Charity



Wings of Life

Since 2016, Auriga's commitment to charity has reached new heights through our partnership with the Wings of Life charity fund in Nizhny Novgorod, Russia. This remarkable fund is dedicated to the socialization of children from orphanages and underprivileged families through sports, dance, art activities, and various educational programs, workshops, and masterclasses.

As the official sponsor of this charity fund, Auriga has provided vital support and ignited a renewed sense of purpose among our employees. In 2023, we've witnessed an inspiring surge in energy and attention towards fundraising and volunteer initiatives, as our team members are driven by a shared passion for making a meaningful impact on the lives of those in need. We are creating a brighter, more promising future for these deserving children and their communities.

Volunteering

Run, Hero

Year after year, Auriga's dedicated employees enthusiastically participate in the "Run, Hero!" charity run in Nizhny Novgorod, Russia. This impactful event serves as a potent driver of positive change. "Run, Hero!" is more than just a race; it's a heartfelt endeavour that raises critical funds to orchestrate special gatherings and establish modern sports facilities for children residing in orphanages, those bravely fighting cancer and hematological disorders, visually impaired youth, and other underserved social groups.



What truly distinguishes "Run, Hero!" is its ever-evolving mission. Each year, the organizers set their sights on a fresh charitable objective. In 2023, their unwavering dedication was channelled into furnishing the sports hall with equipment tailored for adaptive and therapeutic physical education, all as part of the broader social initiative titled "Enhancing Possibilities for Children with Special Needs," meticulously hosted by Mayak Arzamas Orphanage.

This commitment to dynamic, meaningful change exemplifies the spirit of Auriga and its employees, united in their mission to make a profound and lasting impact on those in need.

Volunteering

Charity fair

Charity fairs have held a special place in our hearts since 2014. Our dedicated employees have sold handmade goods, including culinary delights, crafts, and hobby items. In 2014 and 2015, the profits from these events were channelled towards purchasing essential goods for the Children without Mothers charity fund in Nizhny Novgorod.

Subsequently, from 2016 to 2019, we rallied together to raise funds for a brave 5-year-old boy battling congenital CNS defects, specifically spina bifida, and other health challenges. Our collective efforts allowed us to procure a myostimulation device and cover the costs of much-needed rehabilitation.

Though we regrettably had to skip the fairs in 2020 and 2021 due to quarantine restrictions, our commitment remained unwavering. In 2023, we joyously revived this cherished tradition, with all proceeds dedicated to supporting a child facing a severe medical condition, covering their mounting medical bills. These acts of kindness and compassion exemplify our enduring dedication to positively impacting the lives of those in need within our community.

Saving lives

National Marrow Donor Program

In May 2015, Auriga's employees contributed significantly to the National Marrow Donor Program. Remarkably, over 10% of our workforce in Nizhny Novgorod willingly registered as potential donors. In a heartening turn of events in 2018, one of the participants who had registered with the National Marrow Donor Program at Auriga back in 2015 emerged as a stem cell donor for a young girl battling leukemia.

This inspiring and life-changing event served as a catalyst, spurring us to redouble our efforts in encouraging more individuals to join the program and heighten awareness about this critical issue.

Fast forward to 2023, the Moscow Regional Blood Center conducted an outreach campaign at our Auriga office premises. In a resounding display of solidarity and compassion, more than 20 employees donated blood and plasma. These collective efforts underscore our enduring commitment to positively impacting the lives of those in need, reflecting the essence of Auriga's corporate social responsibility.

Saving lives

Animal Protection and Care

Auriga's employees have consistently shown a deep concern for the welfare of animals left homeless, hungry, injured or lost. Our enduring commitment to aiding homeless animal prevention and care funds has been unwavering. Some of us have dedicated years to assisting pets in need, embodying our collective passion for animal protection and care.

Remarkably, one-third of our employees share a profound interest in this cause. They actively champion the work of non-profit organizations in Russia, tirelessly raising funds to support pet shelters and diligently spreading awareness about the plight of homeless animals.

Since 2018, our team in Nizhny Novgorod has been contributing to this noble endeavour by generously donating pet food and essential care products. We've established a dedicated collection box within our office, providing a convenient way for employees to support pet shelters and positively impact the lives of these vulnerable animals. This initiative reflects the compassion and values at the heart of Auriga's corporate social responsibility efforts.

Progress on goals

Goal area

Community involvement and development:

Charity and volunteering

FY 2022 goal

- To restart charity initiatives paused due to Covid-19

FY 2023 progress

- Auriga served as an official sponsor of the Wings of Life charity fund in Nizhny Novgorod, Russia
- Auriga's employees participated in several charity marathons and personally contributed to various charity causes

Objective for 2024 and beyond

Establish and maintain a comprehensive information-sharing system through the LMS portal to increase employees' awareness of new charity programs and volunteering events while actively encouraging and organizing initiatives in regions near the company locations.



Target date

FY 2024

Education



Education

Auriga prioritizes education in our CSR efforts, viewing it as a cornerstone of national development. We believe that investing in quality education catalyzes community economic growth. Our focus areas encompass elevating Russian IT education, aligning national standards with global benchmarks, enhancing teaching quality and teacher experiences, and expanding technology access in education.

IT education promotion

IT Education Standards Development

Auriga's representatives actively engage in sessions organized by the Russian Information and Computer Industry Association (APKIT), serving as members of the Education Committee. The primary focus of this committee is to spearhead projects in the field of IT education. This includes the development of comprehensive professional standards within the IT sector and continually enhancing graduate and postgraduate educational standards in information technology.

Participation in IT Educational Events

Each year, Auriga's experts actively participate in IT educational events, conferences, and career expos, taking on roles as both speakers and attendees. These occasions provide invaluable opportunities for us to share our wealth of expertise and champion the cause of IT education within the emerging talent pool in our communities.

In 2023, our engineers representing various locations stood at the forefront of knowledge dissemination, delivering impactful presentations at renowned events such as Heisenbug, TeamLeadConf, and Tech Muge Vilnius. These events are celebrated as some of the largest platforms for knowledge exchange and networking in software testing, Agile methodologies, and software development. These engagements are a testament to our enduring commitment to actively contribute to and shape the future of IT education.

Cooperation with Universities

Since its establishment in 1990, Auriga has fostered close collaborations with esteemed universities renowned for their robust technical programs. Our enduring partnership with Moscow State University dates back to our foundation. Furthermore, since 2015, we have proudly joined forces with Lobachevsky State University of Nizhny Novgorod (UNN), one of Russia's largest and most esteemed universities, celebrated for its exceptional Mathematics and Computer Science programs. In 2020, we extended our collaborative efforts to encompass Novosibirsk State University (NSU), a leading institution in Russian higher education.

These collaborations are driven by a shared vision to nurture the next generation of IT professionals. Together, we design educational programs, facilitate internships, and provide career guidance to students. Our commitment to hands-on learning is exemplified by the regular opportunities extended to undergraduates for internships at Auriga. During these internships, they gain invaluable experience by contributing to real-world development projects spanning embedded and enterprise software solutions. These initiatives reflect our dedication to shaping the future of the IT industry through education and practical experience.

Progress on goals

Goal area

Educational Programs

FY 2022 goal

- Provide more online educational courses via the A-training platform
- Introduce the new internal LMS for education automation

FY 2023 progress

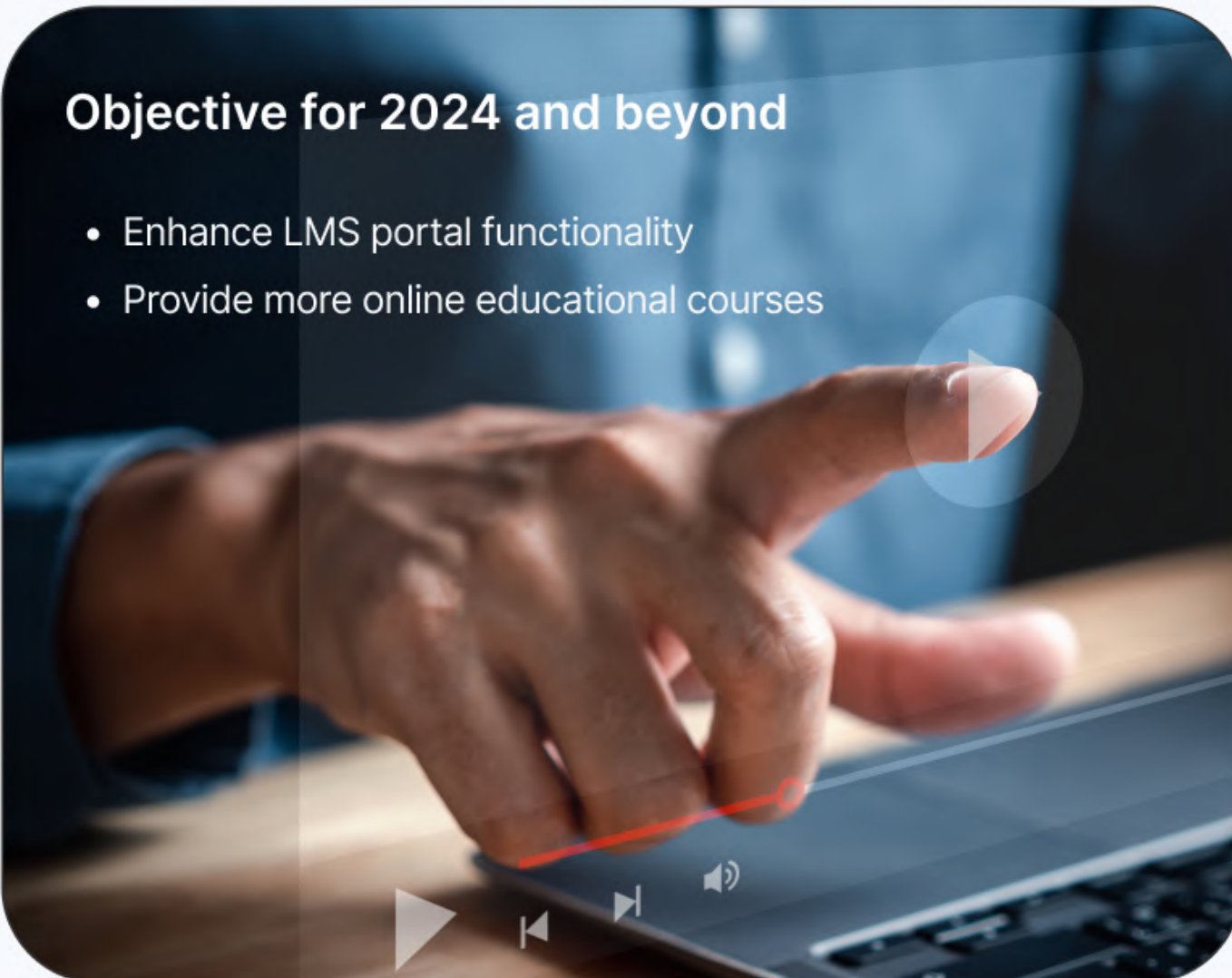
- More than 600+ participants attended the A-training initiative
- LMS portal is launched and running

Objective for 2024 and beyond

- Enhance LMS portal functionality
- Provide more online educational courses

Target date

FY 2024



Promoting healthy living



Staying Healthy

As we navigate the path to post-COVID-19 normalcy, Auriga remains committed to the holistic well-being of our employees. One of our key Corporate Social Responsibility initiatives revolves around "Staying Healthy at the Office." Recognizing the importance of physical health, especially in sedentary office environments, we have launched the "Office Gymnastics" project. This comprehensive initiative includes the development of a tailored exercise regimen, the delivery of an informative webinar, and the creation of detailed exercise instructions. Through these efforts, we empower our office employees to prioritize their health while at work, fostering an environment where physical fitness and mental well-being go hand in hand. Our commitment to the health and vitality of our team extends beyond our office walls, reinforcing our pledge to be a responsible corporate citizen and a caring employer.

Promoting healthy living

Participating in Sports Events

At Auriga, our commitment to fostering healthy and active lifestyles is at the core of our community engagement initiatives. We actively encourage our employees to pursue their sporting interests, equipping them with the necessary resources and facilities to realize their athletic potential fully.

Auriga proudly stands behind our employees each year, supporting their involvement in various marathons and tournaments. Since 2017, our team members have joined marathons in multiple locations where Auriga operates and actively participated in table tennis tournaments.

Furthermore, we have also dedicated ourselves to giving back to our communities through charitable marathons and sporting events like "Run, Hero," "Nizhny 800," and "Steel Character." These endeavours exemplify our commitment to promoting physical well-being and making a positive impact in the broader world.

Progress on goals

Goal area

Promotion of Healthy, Active Living

FY 2022 goal

- Increase the number of sports-related programs
- Ensure employee health safety while working onsite

FY 2023 progress

- Auriga's offices are supplied with facemasks, hand sanitizers, and infrared thermometers
- Aurigians participated in three running marathons
- New "Staying Healthy at the Office" program introduced across the locations

Objective for 2024 and beyond

- Ensure employee safety and wellbeing
- Increase awareness of healthy and active living by providing relevant information via the intranet portal



Target date

FY 2024

Our people

AURIGA®
TOGETHER

At Auriga, we inspire our employees to play an active role in shaping a more interconnected, secure, and transparent world. Our core expertise lies in developing cutting-edge software products for various clients, spanning medical device manufacturers, high-tech firms, automotive giants, and construction tool manufacturers. Through a synergy of technical prowess and creative innovation, we create solutions that save lives, foster interoperability, and drive digital transformation.

Our enduring success hinges on our capacity to attract and retain a pool of exceptionally talented individuals driven to achieve their utmost potential. At Auriga, we are united by a shared commitment to excellence, a promise that fuels our ability to continually push the boundaries of what is possible.

Value-based management

Auriga is unwavering in its commitment to fortifying organizational credibility and bolstering employee engagement by ensuring that every action taken by company leaders and employees aligns seamlessly with our stated aspirations. To accomplish this, we furnish our employees with credible and specific values that effectively compass decision-making. Its unique integration into essential HR and Training Center processes and programs sets our approach to values-based management apart. This integration ensures that expected behaviours are not merely aspirational but actively reinforced, fostering accountability in living up to our core values through continuous, transparent communication with internal and external stakeholders.

Furthermore, we have taken a step further by embedding these values directly into our performance management system. Each value is translated into tangible behavioural patterns that serve as practical manifestations of those values. These component values and associated behaviours also form the foundation for our screening and selection criteria for potential hires. The introduction of this value management system has been met with enthusiasm from our employees. The seamless integration of values, behaviours, performance standards, selection criteria, development opportunities, and reward components has emerged as a pivotal factor for our company's future growth. This approach has already yielded improved overall performance and reduced employee turnover, underlining its effectiveness and impact on our organizational success.

Our core values

Focus on the Client

We do all we can to understand the client's business goals and proactively help reach them

Strive for Excellence

Whatever we do, we do our best to do it better than anybody else could

Act with Integrity

We say what we think and do what we say

Work as a Team

We believe excellence can only be achieved by combining individual talents, opinions, and efforts

Love What You Do

We facilitate a comfortable and flexible environment to enjoy every day of our life at work

Communicating with employees



Open and transparent communication lies at the heart of fostering trust and building robust relationships within our organization. At Auriga, we actively cultivate opportunities for direct dialogue and the exchange of viewpoints between top management and employees. We firmly believe that it is the role of senior managers, project leaders, and team leads to inspire their teams and uphold our company's culture. To ensure the success of this collaborative process, we leverage a mix of collaborative tools, events, and communication programs. We prioritize keeping our employees well-informed, engaging in candid and respectful dialogue, addressing their questions, and responding to their concerns.

Throughout 2023, our dedicated Employee Relations Development Team has been wholeheartedly committed to enhancing communication within the company. They have championed various initiatives, such as a weekly internal news digest and a quarterly A-TV CEO conference. These platforms enable us to share Auriga's achievements, tackle challenges, and outline our future goals. Additionally, we have established a resource where all employees, anonymously or openly, can submit their questions, suggestions, or ideas. Notably, nearly 88% of our employees actively participate in A-TV sessions and engage with the digest, highlighting our collective commitment to open and transparent communication.



Day at work

Since 2014, Auriga has organized a unique "Day at Work" event, warmly welcoming our employees' children across all our locations. This particular day is thoughtfully designed to provide youngsters with an engaging and immersive experience that includes office tours, educational lessons, interactive training sessions, captivating quests, and enriching workshops. Beyond offering a fun day out, this event serves a dual purpose: it allows parents to introduce their children to various professional careers and fosters stronger bonds between them.

In 2023, this heartwarming tradition extended its reach to four of our development offices, attracting the participation of over 75 enthusiastic young minds. This remarkable turnout underscores our commitment to nurturing the next generation's curiosity and aspirations and reinforcing the values of family, learning, and community at the core of our corporate culture.

Psychological well-being program



In 2023, Auriga initiated a program focused on self-support and psychological well-being fundamentals. This program stands as a testament to our commitment to corporate social responsibility, emphasizing the paramount importance of nurturing not only the professional growth of our employees but also their mental and emotional health. Recognizing the significance of fostering a resilient and supportive workplace, Auriga took proactive steps to equip our team members with the tools and knowledge necessary to navigate the challenges of modern life, both within and beyond the workplace. This program exemplifies our dedication to the holistic well-being of our employees and reinforces our commitment to creating a harmonious and nurturing work environment.

Progress on goals

Goal area

Employees well-being

FY 2022 goal

- Regular A-TV conference with the general manager/ CEO
- Weekly news digest
- Employee engagement reached 85%

FY 2023 progress

- Weekly internal news digest and a quarterly A-TV CEO conference
- Employee engagement reached 88%
- Extend the Days at Work initiative to all locations
- Launch the self-support and psychological well-being program for employees

Objective for 2024 and beyond

- Increase employee engagement level to 90% or higher
- Increase employee awareness about the core values via the new LMS system

Target date

FY 2024

Learning and growth



Learning and growth are fundamental principles at Auriga. We are devoted to individual career development and provide many training opportunities to assist our employees in reaching their full potential and pursuing Auriga's business objectives. Annually, each employee prepares an individual development plan in partnership with their manager. In cooperation with the HR Department, our Corporate Training Center helps employees build respective careers and select training options on their goals and available internal training programs.

Hard skills training

In 2023, Auriga's Corporate Training Center extended a comprehensive selection of about 130 educational courses, encompassing internal and external offerings. These courses span a broad spectrum, from technical training to management programs, organizational classes, and personal efficiency workshops. Given the ongoing prevalence of remote work arrangements, most of these courses were thoughtfully designed and conducted online, allowing our employees to continue their professional development while working from the comfort of their homes. This proactive approach reflects Auriga's commitment to ensuring that our team members have access to diverse learning opportunities, even in the face of evolving work environments.

50+

internal training sessions

70+

external training session

Some of our tech courses in 2023:

- Clustering Hyperspectral Scanner Data
- Docker Usage Features in Microservice and Monolithic Architecture
- Introduction to Amazon Simple Storage Service (Amazon S3)
- ISTQB Advanced Level: Test Automation
- Machine Learning Introduction: Frameworks Overview and Comparison

Since 2009, Auriga has been conducting internal online software development webinars, benefitting our teams across different premises. These knowledge-sharing sessions impart valuable technical insights and foster collaborative brainstorming among our software engineers from diverse offices. This initiative has consistently yielded promising results, prompting us to expand the range of webinars offered to our employees each year. To ensure accessibility and convenience, all webinars are recorded and provided to our staff free of charge. Since 2017, we have taken a step further by making most of our internal courses accessible to a broader audience through the A-training platform, reinforcing our commitment to knowledge-sharing and professional development within and beyond our organization.

Medical standards training



Five years ago, Auriga initiated a comprehensive medical software development training program encompassing various healthcare industry-specific software development standards. This program includes in-house training sessions and regular online and offline medical training courses. It has become mandatory for all new employees assigned to relevant projects, ensuring their compliance with global standards such as ISO 13485:2016 and IEC 62304:2015.

In 2017, Auriga achieved certification for its quality management system (QMS) under ISO 13485:2016 for software testing of medical devices. To reach this milestone, 20 employees completed specialized external training on quality management systems in the medical devices industry. Moreover, we conducted over ten internal courses on ISO 13485. In 2021, we expanded our commitment by launching an online medical standards training program and developing new modules focused on the medical QMS. These initiatives continue into 2023, underscoring our dedication to refining processes and creating efficient training programs to ensure excellence in healthcare software development.

Soft skills training

With three decades of experience, we recognize that effective communication is the linchpin of successful software R&D outsourcing. Understanding clients' business goals, fostering constructive daily communication, nurturing engineering-focused teams, taking ownership of outcomes, and pursuing top-notch quality are all pivotal to project success. In 2023, our ongoing training program prioritized the development of employees' communication skills, resulting in improved knowledge transfer, quicker problem-solving, and more informed decision-making. These achievements underline our unwavering commitment to communication excellence as a cornerstone of our operational and project success.

- Our Situational Leadership training series equips project managers with versatile management styles, enabling them to adapt to various contexts effectively
- Through the Personality, Motivation, Possibilities (PMP) training projects, we enhance employees' verbal communication, presentation skills, and aptitude for thriving in international business settings
- Our Distributed Teams Management program empowers managers to lead and oversee geographically dispersed teams adeptly
- The Succession Pool program is designed to cultivate an internal talent pool with highly qualified candidates with the requisite experience and skills for architectural roles

In 2023, we introduced over ten webinars focusing on soft skills, attracting a participation rate exceeding 200 students. These webinars covered a diverse range of topics, including:

- Time Management
- Goal Setting and Decision Making
- Resolving Workplace Conflicts: Best Practices
- Emotional Intelligence at Work
- Disagreeing Respectfully

Leadership development



Key Objectives of the Leadership Program

We assist our employees in reaching their full potential, which ultimately results in growth for Auriga and success for our customers. The key objectives of our leadership development program are the following:

- Establish a leadership culture in the company
- Strengthen employees' managerial, functional, and technical competencies to enable superior performance
- Groom the best talent within the organization to build a strong group of future leaders
- Build standardized leadership competencies for all Auriga's employees

Leadership development

Key Objectives of the Leadership Program

- The CTO Advisory Board for project managers and engineers willing to create new growth areas in terms of unique tech expertise
- "Facilitation" initiative for all proactive employees eager to engage in communications with other departments and translate corporate values into rules and policies
- "SENSEItion" — a combination of mentorship and leadership programs in which experienced employees introduce newbies to the company's values, help them adjust, and supervise their activities. Over 100 new employees have participated in the program.
- "Fresh Leads" succession pool program aimed at building a talent pool for the position of Team Leader.
- Series of leadership development training sessions for project managers and team leaders.

English club



In today's interconnected world, the role of English as a global communication tool cannot be overstated. The common language transcends borders, facilitating seamless interactions in international business, diplomacy, and various other fields. Recognizing the importance of English proficiency, Auriga has proactively equipped our team with the requisite language skills.

In 2023, we organized a series of 17 English language webinars, covering essential topics such as English variations across English-speaking countries, vocabulary for constructive feedback, common English tenses, and crucial grammar distinctions like gerunds vs. infinitives. These webinars, attended by approximately 170 participants, provided a platform for ongoing language development. Additionally, we extended our language initiatives through Reading Clubs and Speaking Clubs, conducting around 22 sessions during the summer period and engaging approximately 140 participants. These efforts underscore our commitment to enhancing English proficiency among our team, enabling them to excel globally and contribute effectively to international collaborations and projects.

Progress on goals

Goal area

Talent Management

FY 2022 goal

- Introduce new online training courses
- Enhance and launch online training courses on ISO 13485
- Implement a new Learning Management System (LMS) by mid-2022

FY 2023 progress

- Conducted more than 130 educational courses with participation from over 600 individuals
- Organized over ten soft skills webinars, drawing an audience of 220 students
- Engaged 300 students through English club initiatives

Objective for 2024 and beyond

- Increase the number of training programs to provide more opportunities for growth and development
- Encourage employees to take the initiative and share knowledge and experience via new leadership opportunities

Target date

FY 2024

Human rights



Adopting fair and ethical labour practices and promoting human rights are essential to Auriga's reputation and ongoing success. We require our business partners to adhere to the high standards we set for ourselves.

Employee conditions and terms of service comply with national laws and applicable industry standards. Auriga does not tolerate uncivil or degrading treatment of employees. It is opposed to all forms of abuse, physical punishment, forced labour, and child labour, whether in its operations or those of its customers or partners.

Human rights practices

Healthy and safe working conditions

We provide a healthy and safe working environment following applicable laws and regulations

Reasonable wages and working hours

We comply with local legislation on minimum wages, working hours, and employee benefits

No discrimination

We are not subjecting people to discrimination based on ethnicity, age, religion, or sexual orientation

No child labour

We are not employing people younger than required to complete compulsory education

No disciplinary treatment

Not subjecting people to harassment, violence, or intimidation

Gender diversity



"Diversity is not just about counting the numbers; it's about making every number count, valuing every voice, and creating a culture where gender diversity thrives. At Auriga, we are dedicated to harnessing this diversity to unlock the full potential of our workforce, drive effective problem-solving, and cultivate an environment where innovative and creative ideas thrive."

Olga Elantseva

Chief Finance Officer, Auriga Inc.

53%

of women in the Executive Management Team

33%

of female software and test engineers

29%

of women among senior experts

23%

of female juniors making their first steps in IT

Fair business

At Auriga, we steadfastly adhere to the principles of fair competition because we recognize the collective advantages that stem from fair, accessible, and open markets. Our commitment to ethical standards extends to every facet of our interactions with clients and competitors. Ethical conduct is the cornerstone of our business operations.

We place high expectations on ethical behaviour in every aspect of our enterprise, and all our employees are well-informed about the company's standards and regulations. This includes guidelines on information security, ethical conduct within competitive environments, safeguarding the interests of Auriga's clients, and fostering a workplace respect culture. We leave no room for compromise regarding upholding our Code of Conduct, ensuring our actions consistently align with our ethical values.

Fair operating practices

Fair Competition

- We compete strictly on the merits of our products and services
- We do not discuss our pricing strategies with competitors
- We do not enter into agreements with our competitors concerning prices, customers, or sales territories
- We do not disparage the products or services of our competitors
- We collect competitive information through proper public or other lawful channels. Still, we do not use information obtained illegally or improperly by others, including through misrepresentation, invasion of property or privacy, or coercion.

Fair operating practices

Intellectual Property Protection

For our clients, safeguarding their intellectual property (IP) is paramount. In the software industry, transferring IP, encompassing source code and patented or patentable technologies, to Auriga development teams, is a common practice, often representing a substantial portion of our client's competitive edge.

At Auriga, our policy on IP rights is rooted in a commitment to adhere to all relevant laws and regulations governing intellectual property. We uphold the highest information security and ethics standards to protect our clients' IP. Additionally, we maintain a deep respect for the legitimate IP rights of third parties. As a testament to our dedication to quality and compliance, we have successfully passed the ISO 9001 certification audit, reinforcing our commitment to excellence in IP management and client satisfaction.

Information Security Measures

Auriga has steadfastly developed information security policies that align with advanced global standards in this critical domain. Following a series of external security audits, we have diligently revised our company's security policy and enhanced data protection and cyber threat mitigation processes.

Furthermore, Auriga's unwavering commitment to information security extends to rigorous monitoring and evaluation. We utilize SecurityScoreCard, a global leader in cybersecurity ratings and the only service with a continuous rating system encompassing millions of organizations. Our cybersecurity rating consistently ranks among the highest, with a commendable score of 98%.

Fair operating practices

Avoiding Vulnerabilities

Auriga maintains comprehensive information security policies and regulations covering various aspects, such as confidential data storage, customer data exchange, and internet usage. Our commitment to information security is upheld through a range of measures:

1. **Non-Disclosure Agreements (NDAs):** Employees must sign an NDA, reinforcing their commitment to safeguarding confidential information.
2. **Annual Information Security Training:** All employees participate in annual training programs, ensuring their continued awareness and adherence to security best practices.
3. **Access Controls:** Stringent access rules are implemented to protect all resources, limiting access to authorized individuals and safeguarding client information.

In addition to these measures, we prioritize physical security with security badges for employee premises access, visitor sign-in sheets, and a state-of-the-art video control system with motion detection recording, ensuring secure access to areas and critical rooms within our facilities. This holistic approach underscores our dedication to maintaining a robust information security framework.

Supply chain responsibility

Auriga is committed to ensuring its suppliers' economic, ecological, and social responsibility

Supply chain policy

Auriga has a policy that forces its suppliers to ensure social, ethical, and environmental standards are met

Supplier self-assessment

Auriga has a supplier self-assessment process to achieve transparency regarding sustainability and compliance

Supplier compliance

Auriga's sourcing decisions are influenced by supplier compliance with environmental protection, human rights, safe labour, and anti-corruption laws

Remediation plan

Auriga has a remediation plan if environmental, labour, human rights, safety, or corruption concerns are identified

Progress on goals

Goal area

Fair Competition

Information Security

FY 2022 goal

- Increase awareness of the company's Code of Conduct by organizing training sessions for 100% of employees
- Promote security awareness; 100% of employees to participate in the annual information security awareness program

FY 2023 progress

- 100% of employees have participated in the training sessions focused on fair competition practices and Auriga's Code of Conduct
- All employees take the information security test after they are hired and as a part of their appraisal process

Objective for 2024 and beyond

- Promote security awareness
- Address the importance of fair business practices on Auriga's new LMS portal

Target date

FY 2024

Environmental impact



Auriga is deeply committed to responsible environmental management and upholds stringent standards. Each year, we redouble our efforts to advance ecological sustainability. Our Workplace Safety and Environmental Protection policy serves as a guiding beacon for all employees who are well-versed in its principles and wholeheartedly embrace its directives.

This policy extends its reach to contractors, encompassing all members of the Auriga family. We emphasize maintaining an open communication channel when it comes to environmental, health, and safety concerns. In this spirit, we encourage all workers to promptly report any such issues to management, who are ready to respond effectively and follow our policy. This collective commitment underscores our unwavering dedication to environmental responsibility and workplace safety.

Environmental policy objectives

Workplace safety

To provide a safe and healthy workplace to allow all our employees to perform their tasks to their maximum potential

Energy efficiency

To ensure the responsible use of energy by conserving it, improving its efficiency, and giving preference to renewable over nonrenewable energy sources

Resource-saving

To save natural resources by reusing supplies and purchasing recycled materials

Minimal waste

To reduce waste using environmentally friendly processes, streamline our office operations, and promote responsible waste disposal

Improving energy efficiency

Auriga has made substantial progress in improving energy efficiency and reducing energy costs by implementing the following measures:

Energy-efficient lighting

Auriga has taken significant steps towards environmental responsibility by substantially upgrading our lighting systems across all our locations. Specifically, we have replaced over 1000 fluorescent (mercury) light bulbs with energy-efficient LED alternatives, reducing our environmental footprint while enhancing energy efficiency.

Furthermore, Auriga has introduced an intelligent home lighting system at our Nizhny Novgorod office, demonstrating our commitment to innovative sustainability practices. This system automatically switches off lights after the door has been closed for 40–50 minutes, optimizing energy usage. Building upon its success, we expanded the program to our Moscow headquarters in 2022 and continued its implementation in 2023, extending its benefits to our Novosibirsk and Rostov-on-Don offices. These initiatives reflect our unwavering dedication to promoting sustainability and responsible energy management across our organization.



Improving energy efficiency

Precision air conditioning, free cooling

To enhance energy efficiency, our Moscow location has implemented a precision air conditioning system tailored for cooling server rooms. This advanced system incorporates a free cooling feature, harnessing the cold outdoor air during low ambient temperatures. This innovation significantly reduces the need for electricity to power the air compressor, particularly during the colder seasons.

Building upon the success of this energy-efficient initiative, we extended its implementation to our Nizhny Novgorod development center in 2023. By incorporating this sustainable technology, we are furthering our commitment to responsible environmental practices while optimizing energy consumption across our facilities.

Automatic temperature control

Auriga has introduced an intelligent temperature control system at our Moscow office, incorporating temperature sensors within the building's heating system. This innovation ensures efficient heating while optimizing energy usage. Additionally, our air conditioning systems have been programmed to power down automatically at 7 p.m., eliminating the need for manual shutdowns and reducing energy wastage.

Following the successful implementation of these systems, we extended their adoption to our Nizhny Novgorod office in 2022, further demonstrating our commitment to sustainable practices. In 2023, we continued to expand this initiative, encompassing our Novosibirsk and Rostov-on-Don offices. These measures underscore our dedication to reducing environmental impact and promoting responsible energy management across all locations.

Encouraging sustainability

Despite Auriga's expansion, particularly with adding a new software development center in Novosibirsk in 2018 and team growth in Saint-Petersburg in 2021, we have maintained nearly unchanged energy consumption levels. We are committed to achieving an impressive 8-10% reduction in energy consumption in the coming year, a significant accomplishment given our increasing workforce and workstation count.

In alignment with our commitment to environmental sustainability, we have implemented highly efficient technologies and sustainable solutions. These measures include minimizing paper and plastic consumption, investing in energy-efficient office equipment, optimizing air conditioner usage based on actual needs, and encouraging all employees to power down equipment when not in use. Additionally, we actively promote waste recycling and water conservation across all our facilities, prioritizing water-efficient appliances and fixtures in our offices and encouraging our employees to do the same in their homes. These efforts underscore our dedication to reducing environmental impact and fostering responsible resource management.

Sustainable development goals



Auriga is committed to playing its part in promoting global development that is sustainable, inclusive, and marked by peace. We recognize and align our efforts with the United Nations' Sustainable Development Goals (SDGs), a comprehensive framework adopted in 2015. These goals address various critical issues, including climate change, poverty eradication, gender equality, and responsible consumption.

At Auriga, we firmly believe that even small steps taken toward these goals can make a meaningful contribution to the collective global endeavour to create a brighter and more equitable future for all. Our commitment to these principles reflects our dedication to being a responsible corporate citizen and actively participating in the pursuit of a better world.

Educational initiative

In 2023, Auriga's HR Business Partners department launched an ambitious and comprehensive ecological educational initiative. This program is designed to engage and educate our employees on adopting a more eco-conscious lifestyle and making informed choices about consumption. The initiative includes in-depth discussions about reevaluating our daily routines with a focus on ecological practices and mindful consumption.



Through this program, we are building a knowledge base that offers sustainable alternatives to commonly used disposable items. We've also established a dedicated chat within our corporate messenger platform to facilitate ongoing discussions and share eco-friendly tips among our employees. In addition, our employees actively participate in volunteer activities, such as garbage collection and community cleaning, to contribute to a cleaner and healthier environment. This initiative reflects Auriga's commitment to promoting ecological awareness and fostering a more sustainable future for our planet.

Progress on goals

Goal area

Responsible
Environmental
Management

FY 2022 goal

- Reduce Auriga's operational energy use by 8% by 2023
- Increase Auriga's employees' awareness of environmental issues

FY 2023 progress

- New ecological, educational initiative launched
- 8% reduction in energy consumption reached

Objective for 2024 and beyond

- Reduce Auriga's operational energy use by 5%
- Introduce more waste initiatives in Auriga's offices



Target date

FY 2024

Consumer issues

At Auriga, our unwavering commitment is to our customers, and our primary mission is to deliver products, solutions, services, and systems that are safe and incredibly reliable. We understand the critical role our solutions play in our customers' operations, and we are dedicated to ensuring that the quality of our offerings consistently exceeds our customers' expectations.

In today's landscape of mission-critical applications, complexity abounds, and time is often of the essence. Auriga employs rigorous testing, verification, and validation practices to address these challenges. These processes are meticulously designed to mitigate the risk of failure, utilizing industry-standard testing processes and methodologies. Our approach guarantees that our solutions are sophisticated and dependable, enabling us to provide our customers with the excellence they deserve.



Quality control and assurance

At Auriga, our dedicated Quality Assurance (QA) team oversees every facet of the product development lifecycle. This includes meticulously managing product requirement specifications, design, implementation, testing, and deployment. Our commitment to quality is evident in the comprehensive training and skill development that all employees involved in QA activities receive, ensuring they are well-versed in QA objectives, procedures, and methodologies. We have established stringent quality procedures and policies to maintain the highest standards.

We conduct regular process evaluations throughout each project's progression to further uphold these standards. These evaluations involve reviewing individual project activities to verify their adherence to the defined company processes and project plans. The diligent work of our QA team in evaluating these project processes is instrumental in ensuring the quality and excellence of our deliverables.



Product testing and QA

Auriga's extensive hands-on experience uniquely positions us to offer our customers comprehensive product testing and quality assurance services. Our commitment to quality is substantiated by the successful completion of numerous testing projects across critical domains where the highest level of quality is imperative—specifically, in the fields of medical devices and avionics systems. Our work aligns with stringent standards, including ISO 13485, 21 CFR Part 820, and DO-178C.

Our rigorous approach to quality involves meticulously reviewing documents and work products. Any indications of potential nonconformities or defects are meticulously documented. Furthermore, the information collected during assessments is cross-verified by comparing it with data from independent sources. To further ensure compliance and efficiency, we also conduct internal Quality Audits, which verify the alignment of corporate processes and activities with our Quality Management System (QMS) procedures. These audits also assess the effectiveness of our QMS in practice.

These audits may be current (planned) audits or be triggered by the following:

- **significant changes in the company (in management, structure, policy, methods, or technology)**
- **Necessary consequence of corrective action implementation**
- **Occurrence of non-conformities**
- **Customer complaints (if any)**

In 2021, Auriga initiated a comprehensive effort to identify and document all existing processes as part of our preparation for ISO-9001 certification. The goal was to ensure our company adheres to internationally recognized quality standards. In 2023, we took significant steps forward by conducting several internal audits. These audits played a crucial role in monitoring and guiding the ongoing process of aligning processes across different departments within the company.

As we move into 2024, our commitment to this effort remains steadfast. We are dedicated to ensuring that all internal processes and procedures are well-documented, executed effectively, and prepared for independent certification. This commitment reflects our unwavering dedication to delivering our clients and partners the highest quality and excellence.

Progress on goals

Goal area

Quality Control/
Assurance

FY 2022 goal

- Ensure superior quality of our solutions and services

FY 2023 progress

- Auriga has achieved certification in accordance with ISO 13485 and ISO 9001 standards

Objective for 2024 and beyond

- Continuously monitor and enhance the company's quality management system

Target date

FY 2024

Customer satisfaction enhancement

Auriga specializes in providing robust business and technology solutions to high-tech software and hardware product companies across the globe. With a track record of 30 years of successful operation, Auriga has consistently delivered numerous projects for a diverse range of clients from the United States and Europe.

Client-centric policy

Auriga is renowned for its client-centric approach, prioritizing clients' business objectives, fostering effective communication, and offering tailored solutions. This commitment to a cultural fit for Western clients and personalized service sets us apart in vendor-customer relationships.

Auriga has received accolades with a strong tradition of positive client relationships, including being ranked as the #1 outsourcing provider in Engineering Services globally by The Black Book of Outsourcing in 2010. We consistently earn the highest rating in the Customer References category of the Global Outsourcing 100® ranking by IAOP®. Our Clutch rating stands at 4.9/5, reflecting our dedication to adapting to clients' unique needs, offering innovative solutions, and ensuring seamless communication throughout our projects. This client-centric approach ensures efficient and effective knowledge exchange, reinforcing our excellence in global outsourcing.

Customer testimonials

Mark Overgaard

President at Pigeon Point Systems

In 13 years [...], the experience that we've had with Auriga has been excellent

Lex Crosett

Executive Vice President of Software and Services at CSG

Auriga's team has been a vital part of this project from the very beginning and has contributed significantly to its success

Ruben Echandy

Vice President (Engineering) at Digital Guardian

In fact, we adopted some of the weekly update formats and delivery documents they use. And I liked it so much that I actually started doing the same things with my team

David Boyer SVP

Engineering and Technical Support at BroadVision

We're probably going on 15–16 years working with Auriga and we couldn't be happier with the level of services we've received. It has been an excellent partnership—we view your team as our team



Progress on goals

Goal area

Enhancement of Customer Satisfaction

FY 2022 goal

- Maintain at least a current level of customer satisfaction

FY 2023 progress

- Positive feedback has been received from long-term clients, and new customers have extended their initial contracts and partnered up with Auriga on new projects

Objective for 2024 and beyond

- Ensure superior quality of our solutions and services
- Maintain at least a current level of customer satisfaction

Target date

FY 2024

Corporate governance



Auriga upholds stringent corporate governance standards, recognizing the importance of maximizing corporate value, fulfilling social responsibilities, and achieving sustainable growth. These principles are vital to maintaining our value for all stakeholders, including customers, partners, employees, and society.

With nearly three decades of offshore programming experience, Auriga has developed a well-refined management strategy. Our executive leadership team comprises seasoned professionals who share a cohesive corporate vision and extensive industry knowledge — their expertise positions Auriga for continued growth and expansion in the future.

Thank you for reading our CSR report



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