



Corporate
Social
Responsibility
Report
2021





CONTENTS

1. Welcome from our CEO
2. About Quantum
 - 2.1. Quantum expertise
 - 2.2. Industries we work for
3. What we value
 - 3.1. Covid-19 situation
 - 3.2. Work conditions and staff members support
4. CSR focus areas and projects
 - 4.1. Environment
 - 4.3. Education and IT community
 - 4.3. Culture and Society
5. Sustainability goals
6. Get in touch



WELCOME FROM OUR CEO



Ruben Melkonian

"Corporate social responsibility is one of the fundamental principles of Quantum. We participate in social projects that apply data science and software development for worthy passionate causes.

We believe in giving back to our community at both the company and individual employee levels, as well as the global market.

We not only relentlessly pursue the best solutions for our clients, but we also act for good. As a socially responsible company, Quantum shares the time, talent, and knowledge to make a difference."

ABOUT QUANTUM

No. 1

Work with market leaders

100+

Projects are delivered

15+

Years on market

200+

Engineers in the network

Quantum is a data science and software engineering company with an international presence and R&D centers in Ukraine. We invest in our clients' competitive advantages and capacities using cutting-edge technologies to deliver state-of-the-art solutions by serving large software companies and quickly growing startups worldwide.

We've been entrusted with multiple projects within different domains and help our clients accelerate innovations via data science-enabled solutions and custom software engineering.



QUANTUM EXPERTISE

Quantum's expertise includes software engineering, computer vision, data analytics, geo solutions, and much more. In addition, we love experimenting with R&D projects to test-drive new technologies and approaches.

SOFTWARE ENGINEERING

- End-to-end development
- Dedicated teams
- Startup lifecycle support
- Data science research

DATA ANALYTICS

- Data analysis
- Data engineering
- Data visualization
- Data integration

COMPUTER VISION

- Image processing
- Video processing

GEO SOLUTIONS

- Satellite imagery processing
- Drones
- GIS-based mapping
- Data analysis

DEVOPS

- Corporate level CI\CD process implementation
- CI\CD process implementation for data science teams
- Cloud and cloudless technologies
- DevOps outsourcing

INDUSTRIES WE WORK FOR

Our extensive experience and deep knowledge of existing services, infrastructures, open-source products, and technologies allow us to deliver high-end solutions within particular industries, which helps our clients to save development costs and achieve their business goals.

AgriTech

We build custom software solutions to empower sustainable agriculture and land use of tomorrow

- Precision Farming
- Livestock Management
- Farm Management Software
- Land Use Management

Healthcare

We use data science and custom software engineering to shape the future of healthcare

- Imagery Analysis
- Digital Signal Processing
- Statistical Data Analysis
- Telemedicine



WHAT WE VALUE

Covid-19 situation

It's almost two years since nearly the whole world switched its workplace from office to home. Due to the pandemic outbreak and the worldwide quarantine restrictions in March, we started our work-from-home experience.

With the mitigation of quarantine restrictions in Ukraine, we could visit the office when necessary in compliance with quarantine regulations. In summer 2021, with the support of the IT Cluster, we started a vaccination program against COVID-19 for all our employees. As of September 2021, at least 80% of Quantum employees were vaccinated, which allowed us to open our office door for all of our members who wish and have no cold symptoms.

Work conditions and staff members support

At Quantum, we value the well-being of our colleagues. Since the work-from-home begins, we ensure that everyone in our company is equipped with the necessary devices and tools for a comfortable and productive working experience regardless of location.

Our employees are free to join programs and enjoy discounts and special conditions. The company pays for sick leave and vacation leave.



OUR CSR FOCUS AREAS AND PROJECTS

CSR is one of the fundamental principles in Quantum. We participate in social projects that apply data science and software development for worthy causes.

Throughout 2021 we were focused on the following areas:

- **Environment**
- **Education and IT community**
- **Culture and Society**

ENVIRONMENT

We strongly believe that our expertise in data science can bring new possibilities for managing and tracking global environmental issues. During the year, we have developed an initiative that could help to solve ecological challenges through data-driven solutions. The AI for ecology initiative is a series of projects to solve environmental problems in Ukraine and the Kharkiv region.

Soil Erosion detection on Ukrainian territory

Due to soil erosion, we are losing 3.4 tonnes of fertile soils per year per person, affecting production quality. This low-quality production not only makes less profit for farmers who sell it, but it also provides fewer nutrients to the people who consume it.

However, remote sensing with satellite imagery can help identify the issue and deal with it. Quantum developed functionality to detect mechanical erosion on Ukrainian territory using Artificial Intelligence and Machine Learning.

Detecting different types of soil erosion and calculating their sizes or further forecasting their appearance can be used to coordinate the efforts of environmental institutions and agricultural holdings in the region to combat soil degradation.





Garbage sorting for further recycling

Garbage sorting will help turn garbage into a resource: make things or energy out of it, and reduce the number of landfills, so it is an excellent opportunity to reduce the impact on the environment. For the years, we have been sorting waste in the office, collecting paper, glass, plastic, and battery cells, and sending it for recycling.

EDUCATION AND IT COMMUNITY

Quantum is an active member of job fairs at universities. Our experts provide lectures, help organize events, and participate as mentors at hackathons and other activities promoting young scientists. Moreover, we help young talent start their career with us. Quantum also contributes to professional community development, being an active member of the Kharkiv IT Cluster.

Internship

We open new internships constantly. Our exciting internship projects solve real problems, enabling them to impact significantly. During the internship, students can work on full-cycle Data Science projects. After completing an internship successfully, most of our trainees can join our company on a full-time basis. We want to teach students to be effective and involved members of the IT environment.

Participating at Bootcamp

Bootcamp is an initiative of the Kharkiv [IT Cluster](#). It aims to provide students with practical experience in IT under the guidance of mentors from the leading IT companies of Kharkiv to solve acute social problems.

Quantum has been supporting Kharkiv Youth Drama Theater for a long time. This year, our Senior Developer Aleksandr Proskurin, a mentor from Quantum with a team of young Data Science engineers, worked on a project for theatre. Together they developed an MVP of the internet platform to broadcast the performance in real-time.





OctopusCon

[OctopusCon](#) is a series of technical events organized by Quantum. Our goal is to unite professionals from all over the world into one large IT family. As an international IT company, we understand the importance of professional growth and new technologies to technical specialists. Therefore, we support and develop the Software community, organizing top-quality AI, Python, Front-End, DevOps, and many others.

In 2021, after the long break due to COVID-19 restrictions, we restored our great tradition of gathering like-minded people, discussing new trends and technologies, and sharing experiences in the area of interest. Moreover, we made it possible to hold the event in two formats - offline and online, and everyone interested could join us. This year we organized a Computer Vision meetup in Amsterdam and Data Science Talk in Kharkiv.





Cooperation with the Universities

We are happy to support Ukrainian IT education. We have already partnered with leading Kharkiv universities that graduate highly-qualified IT specialists.

This year, together with National Technical University "Kharkiv Polytechnic Institute" and Kharkiv IT Cluster, Quantum has enrolled in a Ph.D. study program to lead and mentor young scientists working on an industrial-focused research project.



Our other activities there:

- We actively participate in job fairs at universities and help young people with career guidance.
- Our experts give lectures about modern technologies, including Data Science, Artificial Intelligence, soft and hard skills.
- We gather recommendations to improve the quality of education at technical universities.

Open IT (IT Cluster)

Open IT - a series of education workshops for STEM students of Kharkiv universities. The events held by IT Cluster and partner companies open a wide window of opportunities for young students. This year, Quantum also participated in an event for novice data engineers. The meetup was held in a mixed format. We gathered the viewers offline, and others joined us via the live broadcast. Such a setup allowed us to get acquainted with all the participants and reward the most active ones!





CULTURE AND SOCIETY

We contribute to projects and initiatives helping to grow the Ukrainian and Kharkiv IT communities. Especially during the COVID-19 pandemic, the most vulnerable categories need our support in their path to adopting the new reality. We devote our creativity and time to promoting cultural and social projects and events to make Ukraine the safest and incredible country.

IT Cluster

In 2021 we are incredibly grateful to obtain a Diamond Award from Kharkiv IT Cluster for supporting a common project and initiatives. The award means a lot to us, and we are honored to be recognized as a company with a significant social impact.



MDT (Youth Drama Theatre)

We are aware that art and entertainment spaces are most affected by the current pandemic restrictions. Quantum is actively supporting Youth Drama Theatre during the COVID-19 times. In 2020 Quantum developed a website for theatre, and in 2021 we made it possible to integrate a platform for a live broadcast of the performance. We think it's an excellent opportunity for online monetization and helping young talents in corona times.



SUSTAINABILITY GOALS

We fully support the sustainability goals described by the [United Nations](#). Everyone should determine sustainability goals as a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity.

Creativity, know-how, technology, and financial resources from society are necessary to achieve sustainable development goals in every context. We consider ourselves a part of the society accepting broader responsibilities towards our employees, communities where we operate, and our planet.

Quantum believes in the power of change. In 2021 we want to save and improve lives through social responsibility and valuable projects. We want to kick-start a global movement for quality IT education, inspiring countries to invest in future generations.

We will expand our internship to train as many new specialists as possible who will develop and push the IT industry in our region and the world in the future. We open positions for internships and training in our state and attract new mentors in this educational process.

One more critical issue is that COVID-19 has profoundly impacted the world around us. The current environment presents all of us with an opportunity to mobilize, act for good, give back, and help fight the pandemic. As a responsible company, we recognize the need to work with urgency. We will continue to support organizations concerned with preventing the spread of the virus.

The sustainable development of Quantum will create a long-term value for our company and all our employees, communities, and societies where we operate all over the world.





GET IN TOUCH

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