



KEVURU GAMES: SOCIALY RESPONSIBLE BUSINESS

SUSTAINABLE DEVELOPMENT REPORT, 2022

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2022 was the year of the greatest violence against Ukraine during its independence. The struggle of the Ukrainian people, its power, love of freedom, and invincibility struck the whole world.

If in 2021, the company's CSR policy was very versatile, from educational initiatives for orphans to helping homeless animals, then in 2022 Kevuru's entire focus was directed to helping war victims and Ukrainian defenders. The company considers the sustainability of business to be another of its important missions – to help its employees and the country's economy even during the war.

Already in the first weeks of the war, the team rallied extremely, showing their unity and mutual assistance. Someone donated, someone volunteered, someone organized relocation, someone joined the ranks of the Armed Forces and territorial defense.

GONCHARENKO OLEG

CEO

The Kevuru team is proud of every member of its team who makes every effort to make Ukraine a free, independent, and sovereign state.

The main value of Kevuru is people, so the company makes maximum efforts to make Kevuru people feel safe and stable.

We continue to work to support each other and the country's economy. During periods of blackouts, foreign employees backup those who are on the territory of Ukraine to ensure timely delivery. Our team remains a reliable partner, a friendly community, and one of the many pillars that support Ukraine. We act together and this is the strength of both our company and the entire country, which has united into an indestructible fist giving a confident rebuff to the aggressor. Our inner core, national identity, and will to freedom pave our way to victory.

Kevuru Games is a leading European game art and development studio creating entertainment projects for game publishers.

We keep a close eye on the latest gaming trends and skillfully implement innovative approaches and best world's practices in order to deliver vibrant, authentic results.

Each year for us is not only an increase in the company's staff, but also new expertise, directions, and global projects.

For 11+ years of work, we have delivered more than 100 projects and have been dedicated to the creation of such world-famous projects as Fortnite (Epic Games), Star Wars (Lucasfilm), BigFarm, Empire: Age of Knights (Goodgame Studios), etc.

400+ game artists and developers

60% senior-level specialists

100+ delivered projects

3 years average partnership

70% repeat business



KEVURU GAMES SPECIALIZES IN SUCH AREAS:

Full-cycle game development

Porting

QA

Animation (2D, 3D)

Art creation (2D, AAA]

We are creative, professional, thoughtful, dynamic, innovative, curious, approachable, and trustworthy; we strive to get the job done by combining revolutionary out-of-the-box approaches and robust, proven methodologies.

Mission we follow – to make our clients happy by creating outstanding and memorable gaming content that inspires millions of people around the world. But our brand is more than just the services we provide. It's also the way we deliver them – our attitude and personality as a company.

The choice of customized approaches to delivering solutions reflects who we are and shows up in every interaction we have. Our values help shape the relationships we have with clients, colleagues, and partners around the world.

We have full confidence in every component that forms the foundation of our brand.

In our people

In our competence

In our content

In our transparency

In our communication

All of this, online and offline, defines Kevuru Games.



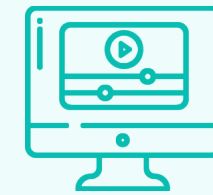
FULL-CYCLE GAME DEVELOPMENT

We run independent projects, jointly create games with the client, and provide additional operational services. Expertise of our team allows us to cover all gaming platforms and develop an amazing product that matches the customer's vision and players preferences.



GAME ART (2D , AAA)

We cover all stages of art production and deliver 2D and 3D game art solutions that match the client's vision. Combining advanced skill with endless creativity, our team fills a game with vibrant graphics and expertly crafted game characters, props, and other elements.



GAME ANIMATION (2D, 3D)

Our team helps breathe life into characters, environments, and props. We have deep knowledge in the field of 2D and 3D animation, which allows us to create a high-quality product in accordance with industry standards and the latest trends for games of different genres.



GAME PORTING

We help clients to embrace an even larger audience and engage new players with game porting services. They erase technological boundaries between mobile, computer, and console devices and provide high-quality turnkey porting of games while preserving their key gameplay features.



QUALITY ASSURANCE

We provide quality assurance and debugging services to ensure optimal game functionality for PCs, mobile devices, or consoles. We develop detailed test documentation, select the right methodologies, and apply the best strategies in order to rid the game of any flaws.

Kevuru Games is an international company whose employees and customers are located all over the world.

Kevuru has offices in Kyiv (Ukraine) and Wilmington (USA).



In our activities, we adhere to the concept of social responsibility – this means that our company is responsible not only for the results of its work, but also for the continuous development of our team and its active participation in events useful to society. We do not separate our work from social and environmental issues, approving and initiating tactics and strategies for their solution.

The harmonious combination of responsible business conduct, sensitive attitude to the needs of each employee, and joint participation in solving socially significant problems allows us to noticeably strengthen the cohesion of our team and ensure the sustainable development of the company.

Our CSR policies are based on both external (sponsorship and charity, educational initiatives, environmental protection) and internal (employee care, compliance with ethical standards, data security) activities.

We had many plans to implement and expand our CSR initiatives in 2022. However, February 24, the day that changed Ukraine and the world, also changed the focus of our social responsibility. Due to Russian aggression against Ukrainian democracy, freedom, and national identity, we focused on three main points: responsibility in business, responsibility to colleagues, and responsibility to the state and citizens of Ukraine.

In the following sections, we will talk in more detail about each of the 3 directions.



In our CSR policy, we focus on the following international standards:

- # UN GLOBAL COMPACT
- # UN SUSTAINABLE DEVELOPMENT GOALS

DATA SECURITY

The trust of our customers is the highest priority for the Kevuru Games team. We have implemented all the necessary measures and procedures to ensure a smooth delivery process and maintain the highest quality of work even during wartime.

OUR GENERAL DATA PROTECTION REGULATION PRINCIPLES:



RELIABLE FIREWALL SYSTEM

We implement the ideal configuration of FireWall for reliable data security in the network. Its system, SonicWall, is in the top 10 FireWall software.



ACCURACY OF DATA USE

We ensure the relevance, accuracy, and expediency of all processed data, as well as their storage for a period no longer than is necessary for the purpose for which they are processed.



DATA LIMITATION

We request, store, and process a limited array of the most necessary and up-to-date data, minimizing their amount in order to ensure the fulfillment of the purpose of their collection.

SUPPLY CHAIN

For Kevuru Games, it is important to work with those who share our values and also contribute to sustainable development. When choosing suppliers, customers, and other interested parties, we evaluate a number of criteria:

- # Compliance of products and processes with industry standards.
- # Availability of warranty for goods and services.
- # Financial reliability.
- # Adaptation of control systems in order not to become complicit in abuses (sanctions support).
- # Application of permanent enhanced procedures for verification of compliance with human rights.
- # Support of high labor standards, including freedom of association, non-use of forced and child labor, non-discrimination, and proper employment conditions.
- # Compliance with applicable laws and regulations concerning bribery, corruption, fraud, and any other prohibited business practices.

With the beginning of a full-scale invasion of the territory of Ukraine, the Kevuru Games company stopped any business relations with the Russian Federation.

COMPANY RECOGNITION

DOU

TOP 25 LARGEST GAMEDEV COMPANIES OF UKRAINE

Kevuru Games is in the top 25 largest GameDev companies of Ukraine according to dou.ua

INGAMEJOB

TOP 10 UKRAINIAN GAME COMPANIES THAT HIRED THE MOST SPECIALISTS

Kevuru Games in top 10 Ukrainian Game companies that hired the most specialists in the second quarter of 2022 according to the ingamejob.com portal.



GOLD WINNER IN THE NYX GAME AWARDS

The Birdly Insects project, which Kevuru Games worked on, became the **Gold Winner in the NYX Game Awards** international competition.

We won the award in the Game Design/Creature Design category.

Kevuru Games is an active member of the international game development community and professional events. As a partner, sponsor, and participant, the company was present at the following events:



Gamescom
(Köln, Germany)



Nordicgame
(Malmö, Sweden)



Games Connection
(Paris, France)



Game Developers Conference
(San Francisco, US)



Hamburg Games Conference
(Hamburg, Germany)



XDS
(Vancouver, Canada)



Games Gathering
(online)



SHARING EXPERTISE

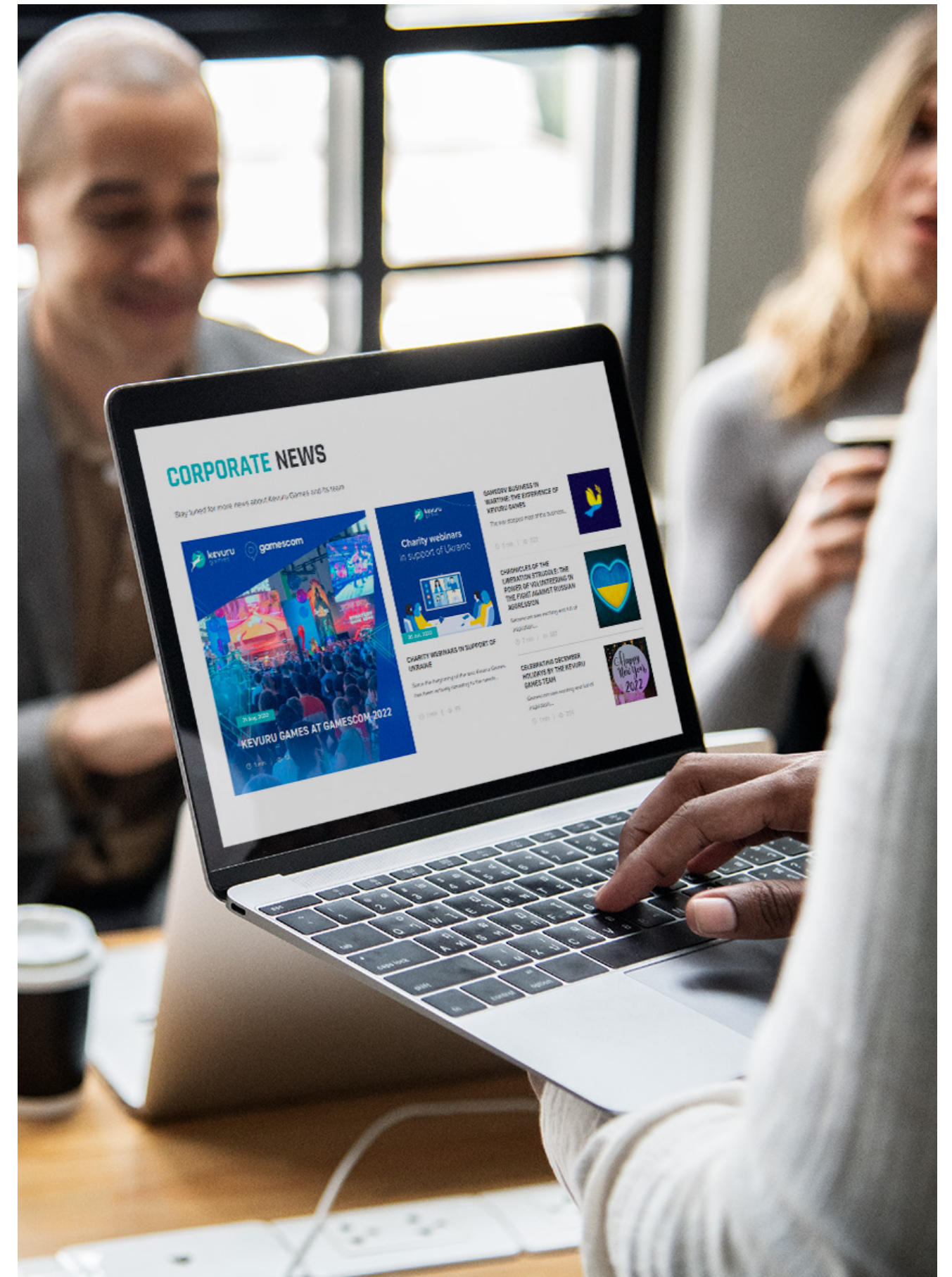
Kevuru Games specialists take an active part in expert presentations, lectures, writing thematic and professional materials.

- ✓ At the online session of the Nordic Game Conference, the CTO of the company Oleksandr Manilyuk held a lecture "Continuous Delivery for Multiplayer Projects with Unity and AWS EKS", where he talked about the CI/CD system for building a multiplayer project on Unity.
- ✓ As part of the Games Gathering conference, Victoria Tertychna, Head of UI/UX Department, spoke about art management in game outsourcing and how to create user-friendly interfaces.
- ✓ Technical Artist Ivan Barabash and Sound Designer Gleb Pekurovsky, who worked on the game Undead Blocks, held a livestream dedicated to its upcoming release together with executive director Grant Haseley, where they shared the secrets and behind-the-scenes of the game's creation.
- ✓ Anna Vorona, PM Lead, in a voice chat with GameDev DOU, shared her professional experience and gave recommendations to everyone who wanted to start a career as a project manager.

PUBLICATION OF EXPERT ARTICLES

In addition, our colleagues willingly share their experience and expertise in the form of articles and other publications. For 2022, we prepared 37 such materials:

- Історії світчerstва: досвід спеціалістів Kevuru Games. Частина 1.
- Від атомного енергетика до розробника ігор. Як світнутися в геймдев.
- Як прокачати себе в напрямі Weapon Art. Помилки й лайфхаки.
- Метавсесвіт – новий світ геймдеву.
- Як Junior Спеціалістам Знайти Роботу: Рекомендації Від Провідних Експертів Kevuru Games.
- Від дизайну до імплементації: гайд зі створення ігрового аудіо.
- Can VR experiences replace reality? The story of Kevuru games' work on ultra-realistic VR simulation Birdly Insects that offers visitors the role of a butterfly.
- Нарощуючи імідж України. Інтерв'ю з Оленою Бутенко, менеджеркою Kevuru Games.
- How To Work Together As a Global Team? Kevuru Games Experience.
- Материнство і робота: як я почала працювати через місяць після пологів. Досвід бренд-менеджерки Kevuru Games.
- Як зробити життя CG художника простішим. Поради креативного директора Kevuru Games.
- Kevuru Games. What Should You Know Before The Interview?
- «При створенні анімації комах враховувати треба навіть вплив вітру». Як розроблялась надреалістична VR-гра про метелика.
- Kevuru Games: Delivering High-Quality Games for Global Game Publishers.
- Проджект-менеджерка з Kevuru Games про те, як її команда шиє спецжилети для військових.
- «Хлопці на передовій не беруть паузи, тому й мені не хочеться». Проджект-менеджерка з Kevuru Games організувала пошиття розвантажувальних жилетів під Вінницею.
- Що сталося з українським та світовим GameDev? Як війна вплинула на бізнес та індустрію.

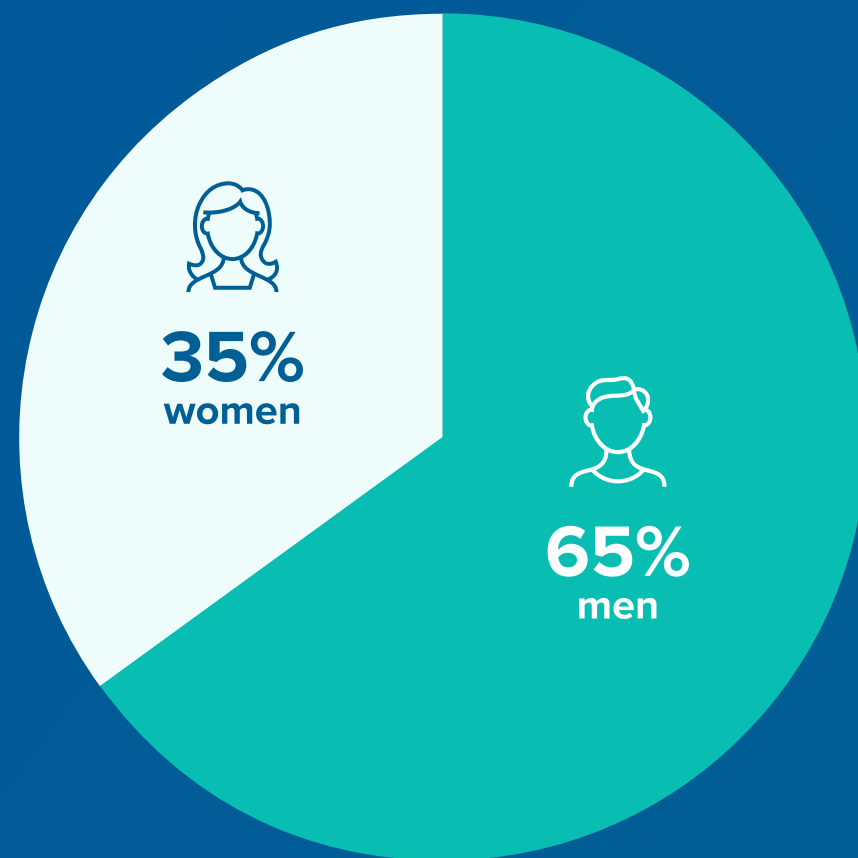




- «Зараз працює понад 90% команди». Геймдев-студія Kevuru Games про те, як зберігає довоєнну зарплату, волонтерить і шукає нових розробників.
- Gamedev бізнес у воєнний час: досвід компанії Kevuru Games.
- Gamedev business in wartime: the experience of Kevuru Games.
- Сан-Франциско у синьо-жовтих тонах: як відбулася конференція GDC у США.
- «У коридорі наготові стоїть котяча переноска, а поруч — зброя». 2D Artist з Kevuru Games про волонтерство у Львові й зміну робочого профілю.
- Як учасники Асоціації наближають перемогу України.
- NFT як наше віртуальне цифрове майбутнє. Що воно таке? Як можна заробляти? Які круті проекти вже є в Україні?
- Хроніки визвольної боротьби: сила волонтерства в боротьбі з російською агресією.
- Творці світів: як це — створювати персонажів для ігор, в які грають мільйони.
- Kevuru Games Overview GoodFirms.
Як співпрацювати з топовими видавцями і змусити кризу працювати на себе: досвід компанії Kevuru Games.
- От Америки до Азії: особливості геймдев-ринков мира на прикладі студії Kevuru Games.
- Почему и как бизнес использует геймификацию.
- Kevuru Games: Leading Trends in the Gaming Industry: from classic art to NFT, Metaverses, and Gamification.
- Секреты идеального портфолио: как впечатлить потенциального работодателя.
- 80 Level Round Table: The Cooperation of Kevuru Games and Lucasfilm.
- Портфоліо успішного художника: як завоювати роботодавця своїми роботами?
- PM в GameDev: секрети роботи успішних проектів.
- Интерфейсы: скучные кнопки или дизайн мира вокруг нас.
- Star Wars in Ukraine. Як наші художники виконували замовлення від Lucasfilm.

Our main value is people. It is they who create that atmosphere and those services and products that inspire others.

We are a team of like-minded, versatile, and responsible experts who move in the same direction, allowing the company to grow, develop, and win the trust of customers and partners.



IN 2022, THE COMPANY HAS GROWN TO 400 SPECIALISTS

THE COMPANY'S CORE VALUES:

For Kevuru Games, it is important to work with those who share our values and also contribute to sustainable development. When choosing suppliers, customers, and other interested parties, we evaluate a number of criteria:

DIVERSITY

We are equally happy to see people of any gender, age, race, orientation and religion in the company. Each specialist helps to create the environment free from any discrimination: religious, racial, gender, sexual, ethnic, as well as by age, nationality, or disability. Each specialist helps to keep the work environment free from bullying, harassment, and the like.

TRANSPARENCY

We are always open to any discussions regarding both the work and personal opinions and concerns of our professionals. We encourage our colleagues to share their concerns with convenient data collection tools, surveys, and forms to ask questions or report ethics or compliance concerns.

CONFIDENCE

Our work is built on mutual trust. We trust our colleagues as real professionals who are responsible for their work, and they are firmly convinced that the company will fulfill all its obligations regarding them.

COMFORTABLE CONDITIONS

PROFESSIONAL DEVELOPMENT

The company has a Learning and Development specialist who develops and implements a number of programs aimed at the development and assessment of personal and professional competencies of colleagues. Each employee also has a personal budget for training, which can be used as part of the payment of professional courses, seminars, and conferences.

Working with foreign clients, it is important to help employees improve their language skills. English lessons are available for specialists in an online format. In 2022, the HR team attached great importance to identifying the needs of the production departments and creating specialized courses focused on them.

The company also has a system for creating a career development plan for specialists under the guidance of their manager. The plan is based both on the basis of standardized gradations with clear goals, steps, and conditions, and on the individual characteristics of the expert. The HR manager is ready to provide advice at any time.

WORK SCHEDULE AND COMPENSATION

Even during the quarantine, the company introduced a remote work format, which continues even during martial law. Kevuru specialists have relocated to safe places and work in a schedule convenient for them, while not disrupting the delivery process and flawless execution of projects. Also, considering the situation with blackouts, the company opened another office in Kyiv, providing its employees with everything they need: electricity, uninterrupted Internet, and a bomb shelter. The company also pays special attention to the compensation package: paid vacation and sick leave, payment of overtime hours, and regular revision of wages are mandatory for every employee.

HEALTH AND FAMILY CARE

The company provides medical insurance to each specialist, as well as seasonal vaccination compensation. In addition, Kevuru cares about the mental health of its employees, offering everyone the option of free sessions with a psychologist. The company also treats new parents with great care – employees who are expecting a child receive additional paid vacation days, as well as financial compensation every month during the first year of the baby's life.

SUPPORT IN WARTIME

The company without fail retains jobs and pays material compensation to employees who have joined the Armed Forces of Ukraine. Everyone who took vacations, day-offs, and sick days in the first week of the war to relocate to safer places got paid for all these days by the company. Everyone who was on probation automatically completed it ahead of schedule. Kevuru Games helps financially and provides additional days off to everyone who relocates, both within Ukraine and abroad.

From the first day of the full-scale invasion, the company took an active civic stance, defending its country's right to independence, freedom, sovereignty, democracy, and national identity. Kevuru Games did not stop its work, understanding the great responsibility to its employees, saving their jobs and salary, and the state, and paying taxes and supporting the country's economy.

Also, the company and its employees showed great solidarity, international integrity, and people care.



KEVURU GAMES UNITED IN DONATION AND VOLUNTEER SERVICE SUPPORT

Since February 24, the company has donated 4 096 830 UAH to help the army and humanitarian organizations.

An internal #kevuruhelp channel was created, where employees, on their own initiative, participate in collecting funds for equipment, transport, and medicines for the Ukrainian military, as well as for help for the civilian population in the most affected regions.



2 902 009 UAH

donation to equip UA army
from Kevuru

630 821 UAH

donation to medical
kits

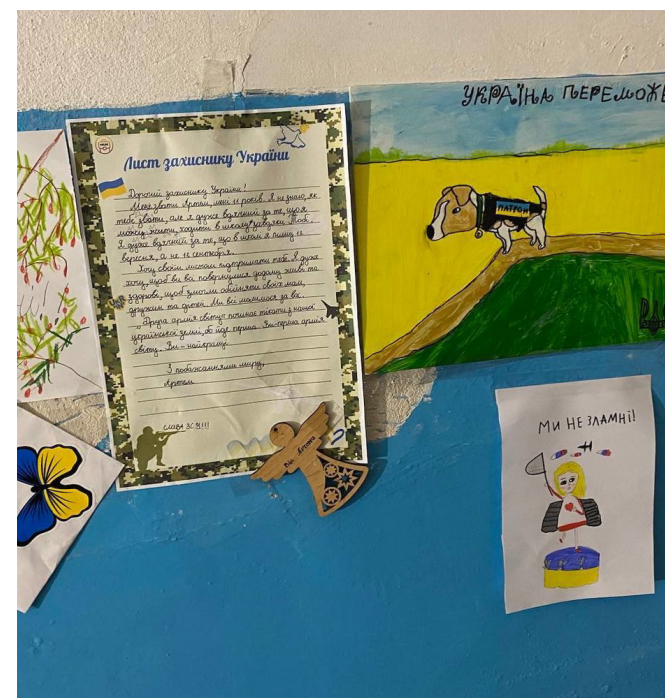
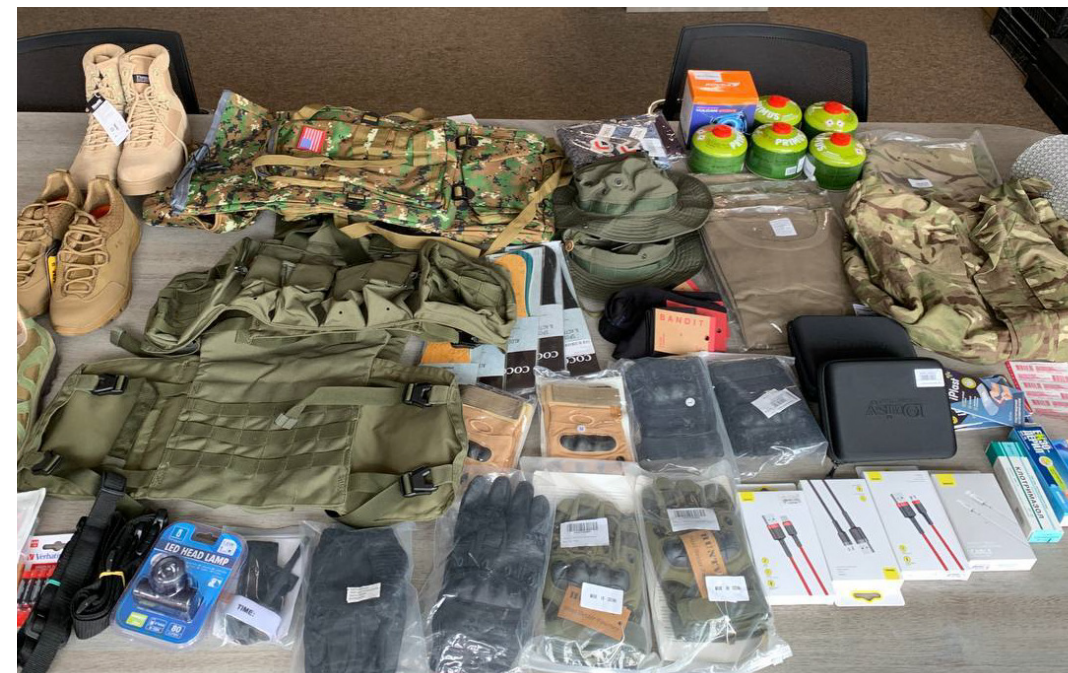
564 000 UAH

donation to volunteers needs
coverage and charity fund

KEVURU GAMES UNITED IN DONATION AND VOLUNTEER SERVICE SUPPORT

Practically every employee of the company tries to be useful for Ukraine and, in addition to financial aid, engage in volunteering. People from Kevuru help Red Christ, work in kitchens for displaced people and humanitarian warehouses, weave camouflage nets, take part in cyber attacks, and provide information support.

- ✔ **PM Daria Haran**, together with her partner, decided to reformat his workshop from the production of clothing to a point of tailoring of unloading vests.
- ✔ **Lead 3D Environment Artist Oleksiy Rudenko** and **Project Manager Oleksandr Kotusenko** are actively involved in volunteer activities and have already visited Izyum, Kherson and villages of Kherson, Donetsk, Luhansk regions with humanitarian aid. They plan to visit other affected settlements soon. What struck Alexander the most during his trips was the question from the population whether he had bread. «It is unacceptable that people are forced to ask such questions while living in a country that exports grain to different parts of the world», — says Sasha.
- ✔ **Lead Unity developer Volodymyr Shutov** helps families with young children, friends from Mariupol, and the military at the front. Volodymyr also maintains contact with organizations that receive requests for help from different regions of Ukraine, purchases and donates the necessary things to those who need them. «Volunteering helps to soberly assess various situations that arise at the front and not only. Most striking are the stories of refugees and soldiers from the front line, which hardly anyone will write about», — says Volodymyr.
- ✔ **Roksolana Kordiuk, 3D Animator**, is mainly engaged in providing support for the detachment in which her relative is located. Whenever possible, she always helps her acquaintances if they need to send or find something. She collects money for the purchase of the necessary things in social networks, as well as among friends and colleagues. From time to time, she helps repair cars that are actively used in the war zone.





KEVURU
GAMES

CSR
REPORT

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