



 **SYMPHONY
CARE 2024**

Sharing
to Make a Difference

 **Symphony
Solutions**

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Why Symphony Care?

Caring Together for a Better Future

As Symphony Solutions celebrates 16 years, our focus on making a positive social impact remains stronger than ever. Through Symphony Care, we continue to support meaningful initiatives, uplift our employees, and connect with communities in impactful ways. In 2024, we stayed true to our values by promoting inclusivity, creating opportunities, and helping others realize their potential.



1

KEY ASPECT

Our Charity Initiatives

Standing by Our Defenders

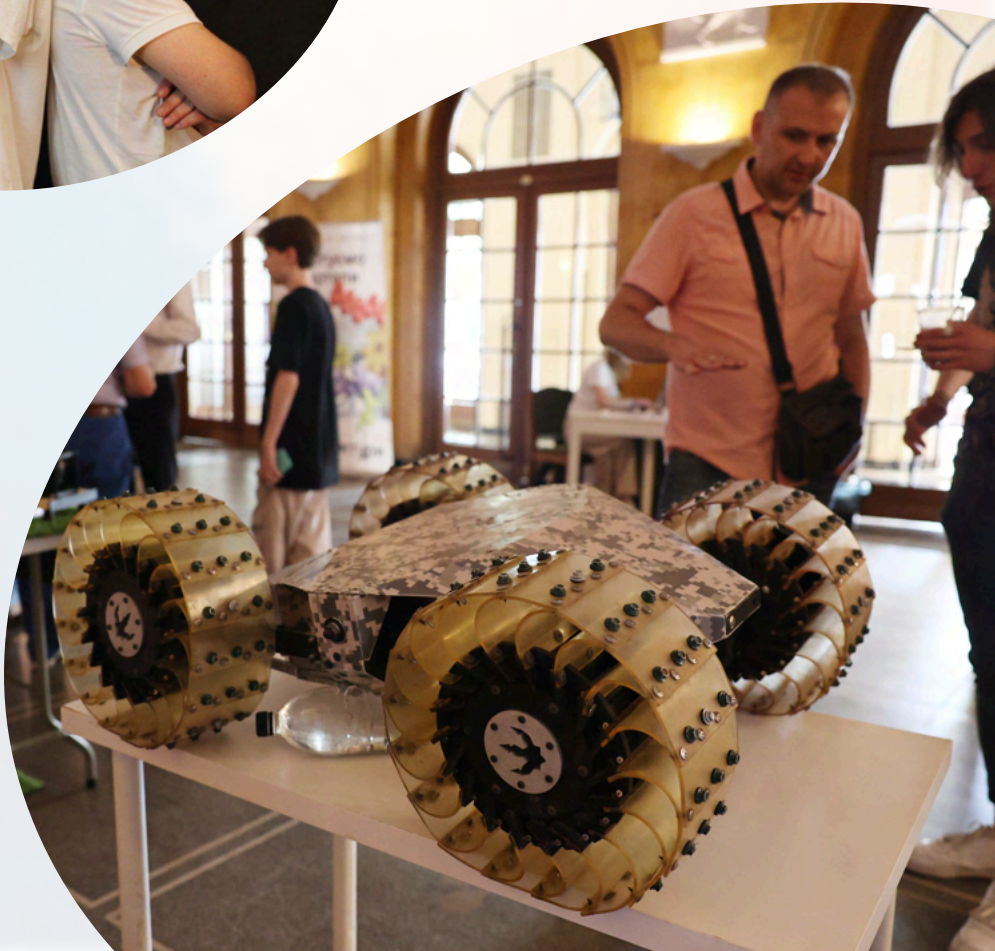
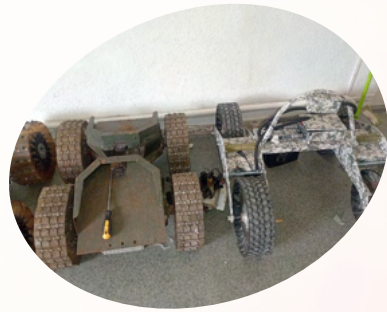
Standing by Our Defenders

Since the war began, Symphony Solutions has been committed to supporting colleagues drafted into Ukraine's defense. Beyond providing essential protective gear in the early years, we offer monthly financial support to help ease their challenges. This initiative, made possible by the generosity of our clients, especially OMP, ensures that our colleagues know they're never alone, no matter how tough the road ahead. Together, we stand strong, united in support of those defending our country.

Leading with Impact

Supporting Innovation Through the «#ЗАБАЗУЙСЯ» Initiative

In 2024, Symphony Solutions proudly supported «#ЗАБАЗУЙСЯ» (#GET-SET), a startup competition for vocational school students in the Lviv region. Fourteen teams pitched innovative ideas to a panel of experts, including our COO, Kseniya Kobryn. Led by our Founder, Theo Schnitfink, Symphony Solutions awarded the winning team, "Wheely Dron," for their groundbreaking ground drone concept. This initiative reflects our commitment to fostering young talent and building a brighter, more creative future.



Generous Thursday Charity Fair

Creativity met compassion as Symphonians gathered at the Lviv office, showcasing handmade crafts, baked goods, and heartwarming generosity. This event didn't just raise funds for vital causes—it built a stronger, more united Symphony family ready to make real change.



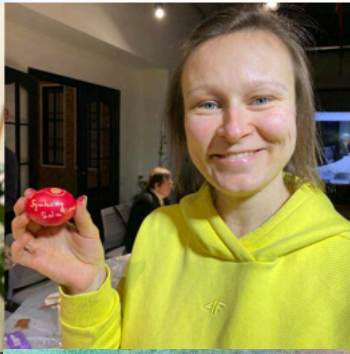
Drone Workshop for Ukrainian Heroes

Nearly 10 drones built in hours. That's what happens when passion meets purpose. Guided by experts, our team worked tirelessly to support Ukraine's defenders on the frontlines, proving that when we come together, innovation and heart can save lives.



Easter Egg Workshop: Art That Heals

Over 20 Symphonians, their children, and a whole lot of creativity came together to decorate Easter eggs—but it didn't stop there. This initiative raised 10,150 UAH for art supplies at Kulparkiv Psychiatric Hospital, turning those little eggs into tools of healing and hope for patients.



Support for INSO-Lviv Orchestra

Founded in 1998, INSO-Lviv Orchestra (International Symphony Orchestra) is a bearer and promoter of the idea of peace. In its projects, the orchestra fulfils the key mission of cultural diplomacy due to the uniting power of music. Annually, INSO-Lviv sets on concert tours in Europe. Its tour geography has also expanded as far as Colombia and China. INSO-Lviv is a bright palette of emotions that the musicians share generously with the audience while implementing its artistic and educational mission, as well as one of cultural diplomacy. Symphony Solutions has been supporting INSO-Lviv for the last 9 years.



In 2023, we have celebrated 25 years of INSO-Lviv orchestra and our own 15 years of Symphony Solutions, gathering Symphonians and their families for a night of music and inspiration.



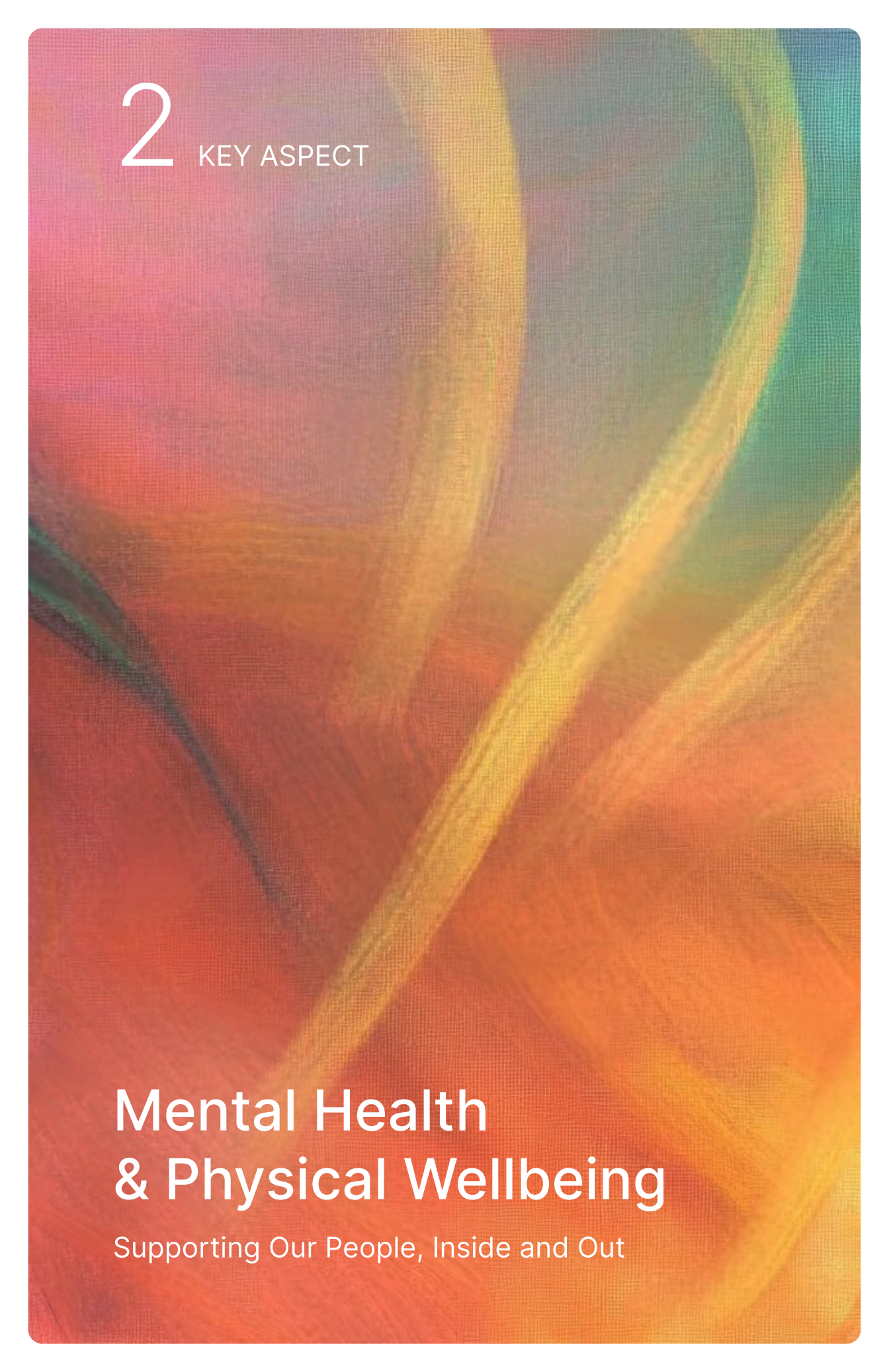
Honoring the Heroes of UNBROKEN Ukraine

Visiting the UNBROKEN National Rehabilitation Center was an eye-opening experience—seeing firsthand the resilience and courage of the people there was deeply moving. With over 64,000 surgeries performed and more than half a million patients treated this year, the center is truly a lifeline for so many. But what struck us most was the spirit of everyone involved—the patients who refuse to give up and the incredible team making their recovery possible. Supporting initiatives like this reminds us that even in the toughest times, compassion and community can create real, lasting change.

“It’s me who says thank you. Thank you to the organizations and initiatives we were privileged to support, for the meaningful work you do and for allowing us to play a small part in causes that truly matter.”

Valentina Synenka, Board Member.





2 KEY ASPECT

Mental Health & Physical Wellbeing

Supporting Our People, Inside and Out

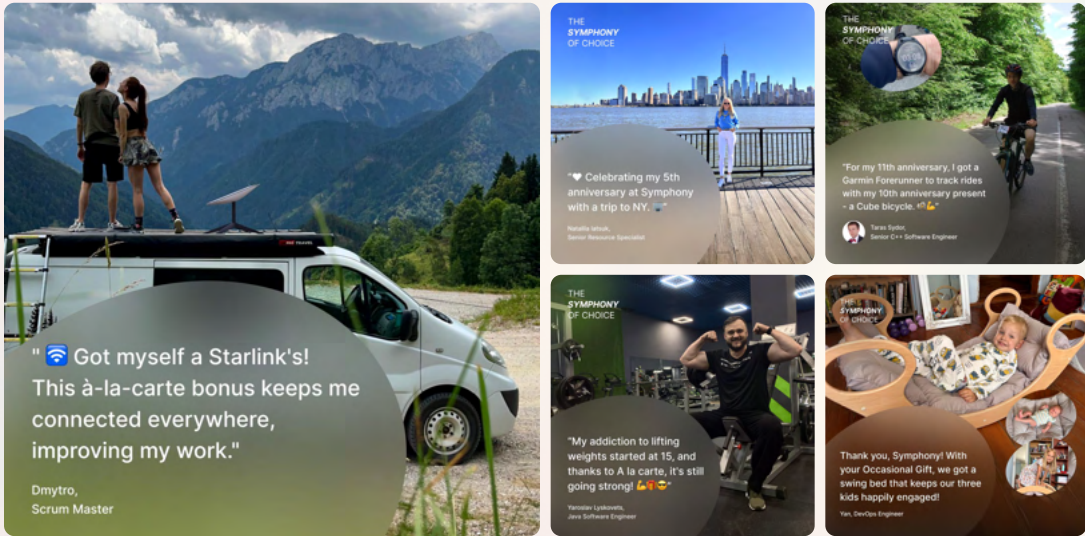


Supporting Our People, Inside and Out

At Symphony Solutions, we know that a healthy and happy team is key to success. That's why, in 2024, we focused on creating a supportive environment where every Symphonian can thrive, both personally and professionally.

A Holistic Approach to Wellbeing

Through our Benefits A la Carte Program, we provided resources to help our team stay healthy and motivated, including gym memberships, sports equipment, and psychological support. These benefits are designed to make self-care accessible and empower our team to feel their best.



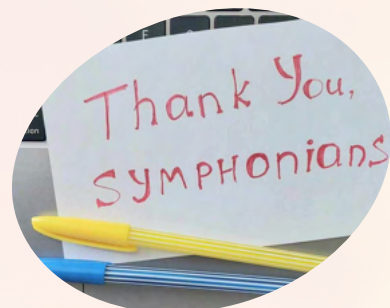
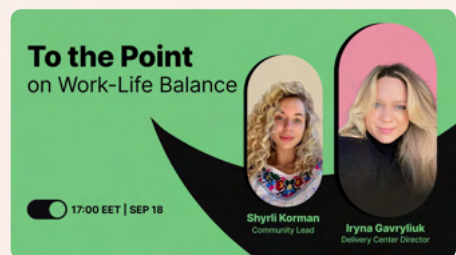
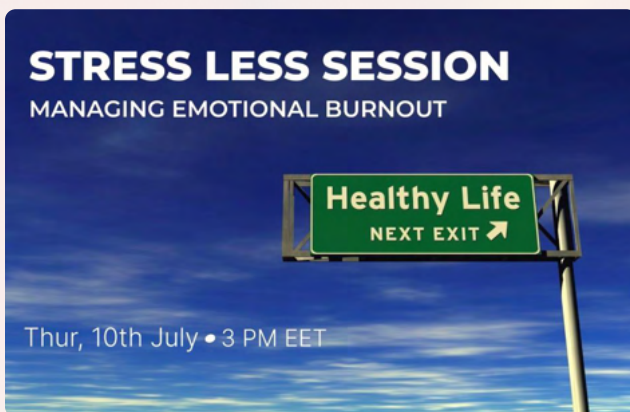
We also introduced the **Wellbeing Space Band** as part of Viva Engage, creating a dedicated community for health and wellbeing. This space connects Symphonians, offering insights into self-care, fitness, communication, and mental health strategies. It's a place to learn, share experiences, and support each other in building a healthier, more balanced lifestyle.



Events That Made a Difference

In 2024, we hosted engaging sessions to help our team prioritize mental and physical health:

- **Basic Ph:** Aligning physical, mental, and emotional energy for balance and resilience.
- **Managing Emotional Burnout:** Practical strategies to recharge and reduce burnout.
- **Resilience Reset:** Tools to build mental strength and bounce back stronger.
- **T.O.T.E Your Life:** A framework for problem-solving and personal growth.
- **Conflict Styles Session:** Understanding and navigating conflict behaviors.
- **Stress Less: Unlocking Motivation:** Tips to stay motivated and inspired.



The background is an abstract, textured composition of colors. It features a large, irregular shape in shades of green and teal on the left side, transitioning into a broad, curved band of orange and red that dominates the center. The right side is a mix of light pink and purple tones. The overall texture is grainy and painterly, with soft gradients between the colors.

3

KEY ASPECT

SHE. Community

Empowering Women, Every Step of the Way



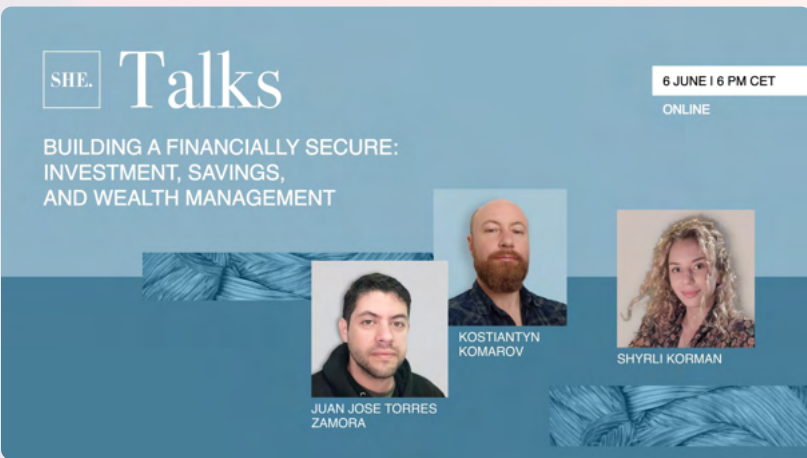
Empowering Women, Every Step of the Way

For over six years, the SHE. Community has been the heart of our mission to empower women at Symphony Solutions. It's where inspiration meets opportunity, where every woman is supported, valued, and encouraged to make a difference. Together, we're shaping a future where empowerment has no boundaries, and every woman's potential is realized.

SHE. Talks: Practical Lessons, Transformative Change

The SHE. Community is all about empowering women to connect, grow, and create lasting change. In 2024, we provided practical tools and insights—ranging from financial independence to leadership—helping women build confidence and take charge of their futures. This year's highlights included:

- The Power of Saying NO: Helping participants set boundaries and protect their time and energy.
- Building a Financially Secure Future: Practical strategies for fostering independence and confidence in financial decision-making.



A Legacy of Empowerment

The SHE. Community is a true reflection of Symphony Solutions' ongoing commitment to equality, something we've been passionate about for over 6 years. It's a space where women feel supported, valued, and encouraged to succeed, inspire, and make a difference. Through this initiative, we're not just talking about gender equality—we're building a future where everyone has the chance to thrive and make an impact.

Together, we're making sure that empowerment knows no limits.



4 KEY ASPECT

Learning and Growth

Fueling Innovation, One Skill at a Time

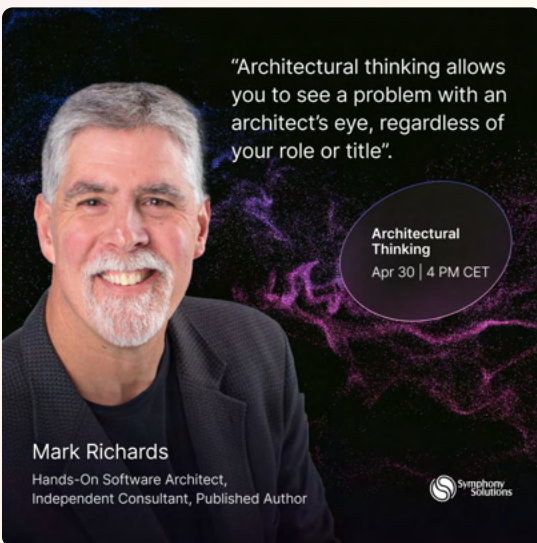
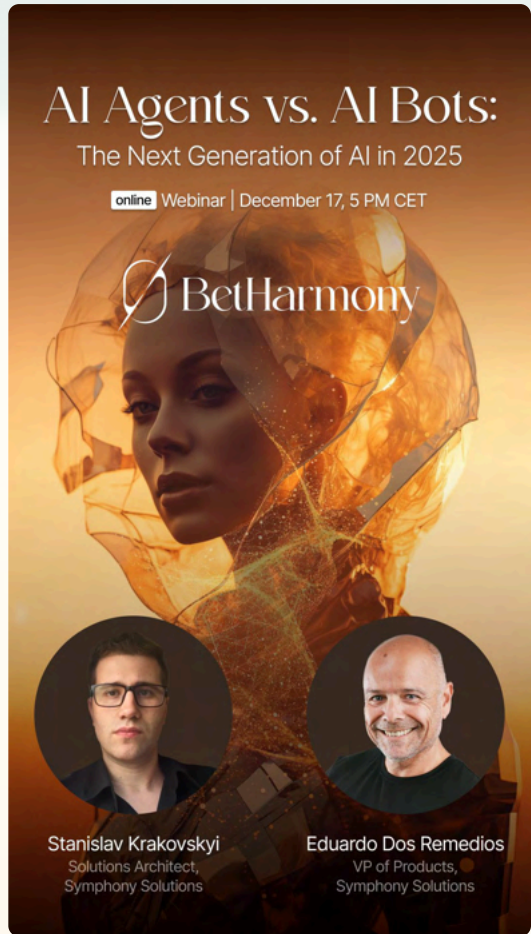
Fueling Innovation, One Skill at a Time

At Symphony Solutions, growth is our way of life. In 2024, we took learning to new heights with hands-on events, cutting-edge competitions, and game-changing platforms that empowered Symphonians to lead the charge in a rapidly evolving world.

Tech Events That Sparked Innovation

This year’s tech events weren’t just about knowledge—they were about:

- [AI Assistants Era in iGaming Industry](#)
- [Symphony TechTalk: Get Ahead in Tech with Architectural Thinking](#)
- [AI Agents vs. AI Bots: The Next Generation of AI in 2025](#)

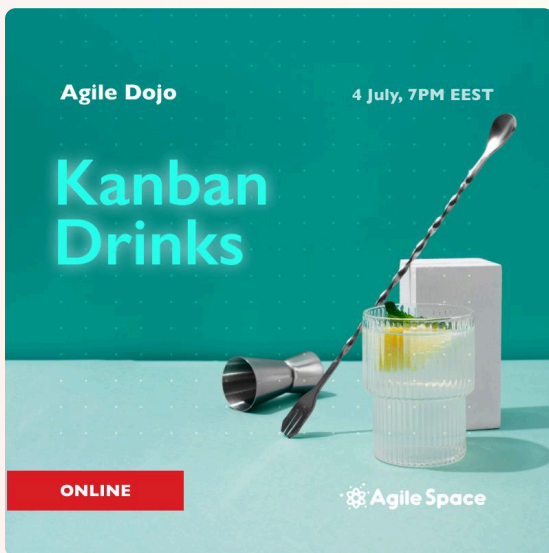


Agile Space: Learning by Doing

Agility came to life in 2024 with interactive sessions that blended serious skills with real-world fun:

- **SAFe® 6.0 Certifications:** From Scrum Master to Product Manager, we equipped teams to lead with confidence.
- **Agile Dojo: Kanban Drinks:** A hands-on workshop that turned workflows into an engaging game, while raising funds for the Ukraine Army.

These initiatives didn't just teach frameworks—they built teams ready to adapt, innovate, and drive results.



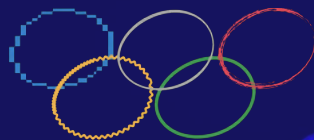
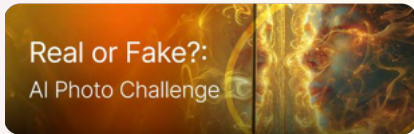
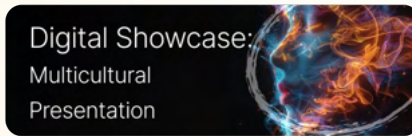
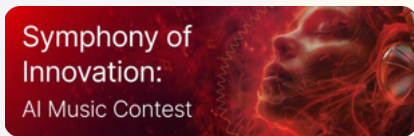
AI Olympics: Innovation Meets Competition

The **AI Olympics** brought Symphonians together like never before, turning creativity and collaboration into a competitive edge. Teams tackled real-world challenges, using cutting-edge AI tools to develop solutions that wowed judges and inspired the entire company.

What Set It Apart:

- Fierce competition with departments from across the globe.
- Hands-on exposure to the latest AI-driven technologies.
- Exciting rewards, from monetary prizes to coveted GROW Beats.

This event was a celebration of the brilliance and drive that make Symphony Solutions stand out.



AI Olympics

*Ignite Innovation,
Celebrate Diversity!*

A Year of Breakthrough Learning

Beyond big events, 2024 was packed with opportunities for growth:

- **Tech Up Month:** February was a full month of workshops and talks to enhance skills across teams.
- **ISTQB Prep Course:** In spring we helped Symphonians master key software testing certifications.
- **Symphony of Touch:** Teams showcased their projects in interactive demos, offering behind-the-scenes insights into their processes and innovations.

A promotional banner for the 'Symphony Touch' event. The background features a vibrant, abstract landscape of colorful, flowing lines in shades of blue, purple, and red. The text is white and positioned in the upper left. The Symphony Solutions logo is in the upper right. The event details are presented in dark rounded rectangles at the bottom.

Symphony Touch

Explore Our Projects –
Stories, Challenges, and Demos!

Kick-Off Event:
Thursday, November 7th

Project
optimove

Symphony
Tech Month

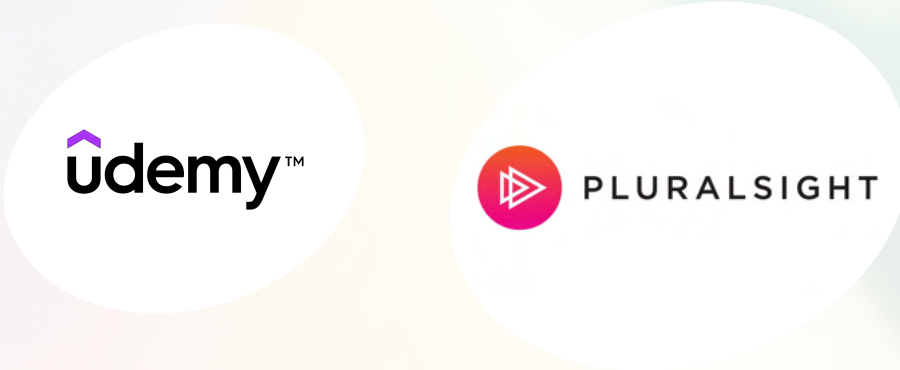


Learning On Your Terms

We also opened the doors to new horizons with access to Udemy and Pluralsight—two premier platforms for self-paced, expert-led learning:

- **Udemy:** From business strategies to personal growth, thousands of courses gave Symphonians the freedom to explore and excel.
- **Pluralsight:** Tailored tech content that sharpened skills in IT, software development, and more.

With these platforms, learning became more than a resource—it became a way to empower our team for the future.



Always Learning, Always Leading

At Symphony Solutions, growth doesn't stop. From hands-on challenges to new learning platforms, 2024 was a year of leveling up. As we look ahead, we remain committed to promoting a culture where learning fuels innovation and every team member is equipped to shape the future.



5

KEY ASPECT

Inspiring Others

Where Passion Ignites Purpose



Where Passion Ignites Purpose

At Symphony Solutions, inspiration isn't a buzzword—it's what drives us. In 2024, we celebrated the extraordinary achievements of our people, who turned challenges into triumphs and reminded us all of the power of determination, creativity, and collective action.

Distance for a Difference 3.0: Every Step Counts

This year's Distance for a **Difference 3.0** wasn't just a fundraiser—it was a global movement. About 370 people walked, ran, and biked a distance of over 14 197 km across 26 countries! This effort raised an incredible €10,000 for the "With an Angel on a Shoulder" foundation, helping children with chronic and life-threatening illnesses. The funds were used to purchase 10 Brightfield Healthcare KH-381 pulse oximeters and a Comfort Cough II insufflator for Lviv's Children's Mobile Hospice.

Distance for a Difference 3.0 proved that small actions, when done together, can create monumental change.



10 000 €



Inspiring Stories from Our People

This year, our people have shown us what resilience, talent, and dedication look like. Here are some stories from our people that remind us of the incredible things we can achieve when we push ourselves to support one another:

| Tetiana Soroka: Breaking Barriers

Tetiana completed her first triathlon this year, proving that growth comes from pushing past limits. Every stroke, pedal, and step embodied the perseverance and drive that inspire all of us to aim higher.



Anna Tsidylo: Leading with Grace

Anna led her ballet crew to a stunning victory at the Ukraine Terpsichore competition, taking 1st place with their captivating performance of La Bayadère. Her leadership and passion brought unity and excellence to the team, proving that collaboration can achieve greatness.



Biljana Ristovska: A Champion's Discipline

Biljana Ristovska, one of our People Partners, demonstrated extraordinary focus and strength as she claimed 2nd place in the CrossFit Individuals Masters competition in Skopje, Macedonia. Her achievement reflects the discipline and perseverance required to excel, reminding us that greatness is often the result of consistent effort and an unshakable drive to improve.



Valentina Synenka: Ironwoman Extraordinaire

Board Member, SHE. Community founder, and triathlete, Valentina has completed five Ironman 70.3 events, culminating in the prestigious Ironman 70.3 World Championship in New Zealand in 2024. Despite facing obstacles, including a bike accident, she crossed the finish line with unmatched determination. Valentina's journey wasn't just about finishing—it was about showing that strength lies in rising above adversity.



Top 25 Inspiring Workplaces 2024

Symphony Solutions didn't just inspire within—it inspired across Europe. In 2024, we were proudly named one of Europe's Top 25 Inspiring Workplaces, securing the 8th spot. This recognition celebrates our people-first culture, where wellbeing, inclusivity, and professional development are at the core of everything we do.

This honor isn't just an accolade—it's proof that when we support each other, we create an environment where innovation thrives, inspiration flourishes, and success is a shared journey.





Symphony of People

The Heartbeat of Our Success

Symphony Radio Day: 16 Years in Harmony

This year, Symphony Solutions hit a major milestone: 16 years of brilliance, growth, and the vibrant **Symphony of People**. Our journey has been nothing short of extraordinary—a story of innovation, collaboration, and success driven by a shared vision and unwavering teamwork.

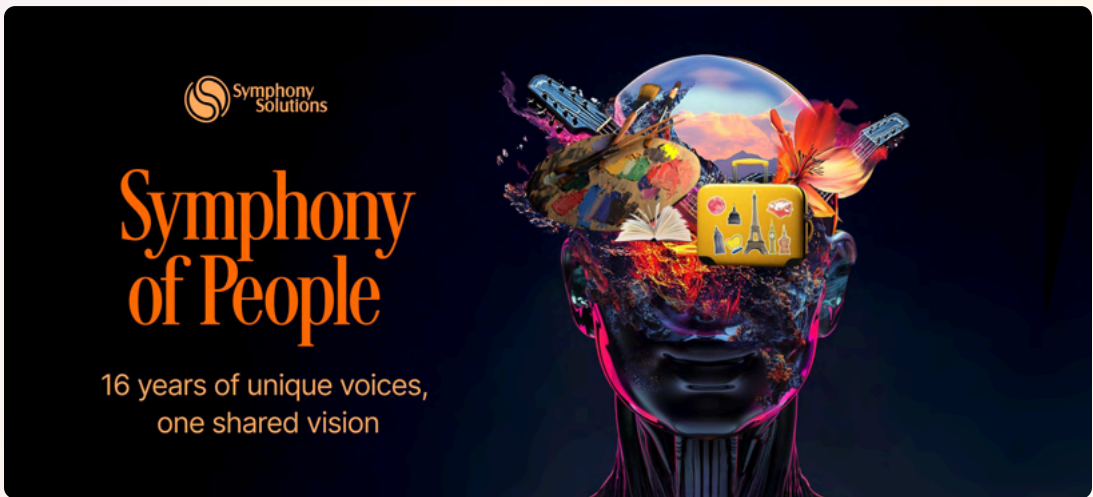
To honor this incredible achievement, we came together for **Radio Day**—a celebration of the connections that make us stronger and the milestones that continue to inspire our future.



Symphony of People

The Power Behind the Progress

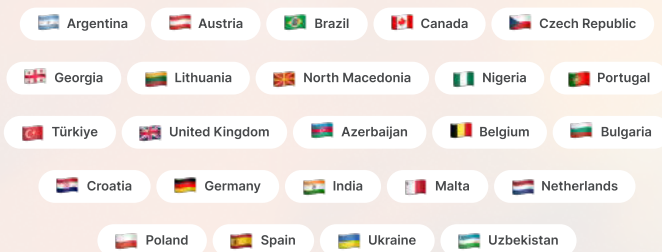
At Symphony Solutions, our people don't just keep the wheels turning—they're the innovators, problem-solvers, and visionaries behind every milestone. This year, we celebrated the incredible diversity and achievements of our global team, whose collective talent shapes the future every day.



A Truly Global Family

With 20+ countries represented, our workforce is a mosaic of perspectives, skills, and cultures. This diversity isn't just a number—it's our competitive edge, driving creativity and enabling us to tackle challenges from every angle.

Our unique flat organization eliminates unnecessary management layers, fostering direct collaboration and empowering every voice. Inspired by the small Dutch village Zaanse Schans, we've built a unified atmosphere that thrives even in a fully remote environment. Vibrant virtual communities bring us closer, bridging borders and creating a sense of belonging wherever we are.



Achievements Worth Celebrating

This year wasn't just about working hard—it was about celebrating the impact our people make:

Symphony of People

Shyrli Korman
Community Lead

“ Symphony is more than just a workplace to me. It's a place where I'm surrounded by inspiring people, given opportunities to grow, and truly feel valued. I'm proud to be part of such an amazing team!

16 years of unique voices, one shared vision.

Symphony of People

Katarzyna Czernecka
Service Delivery Manager

“ We prioritize client relationships by fostering open communication and quick issue resolution. We actively build personal connections, earning trust through swift action and consistently exceeding expectations. Embracing challenges, we deliver on promises, resulting in heightened satisfaction, repeat business, and positive referrals.

16 years of unique voices, one shared vision.

Symphony of People

Juan Jose Torres Zamora
Lead Test Automation Engineer

“ Symphony Solutions is a nurturing ground where I've had the opportunity to grow, learn, and share my expertise. The environment here is one of mutual growth, with a team that's genuinely open to learning and evolving together. At its core, the company isn't just about individual success. It's a place where we all help each other flourish.

16 years of unique voices, one shared vision.

Symphony of People

Dereck Mushingairi
Content Creator

“ In my team, I have the privilege of working with industry-leading marketers worldwide. They are always one step ahead of the marketing scene and bring fresh ideas that make our projects stand out. Their focus and genuine passion for our clients motivate me to stay updated on trends and contribute to our collective success.

16 years of unique voices, one shared vision.

Symphony of People

Oleh Abramov
Senior Software Engineer

“ My experience at Symphony Solutions goes beyond just a job — it's a lifestyle. It's a place where I feel cared for, with endless possibilities for growth. In almost seven years, every year has been unique. I've worked with different technologies and built friendships with amazing people from all over the world.

16 years of unique voices, one shared vision.

Symphony of People

Oksana Tkach
Product Owner

“ I have had the opportunity to explore different career paths. The company provided support during my transition to the role of Product Owner. We have been loyal to each other for many years now. Also, throughout this time, some of my colleagues have become my dearest friends for life!

16 years of unique voices, one shared vision.

Every accomplishment, big or small, reminds us that our team is more than the sum of its parts—they're the heart of Symphony Solutions, shaping the world one project at a time.



About Us

We build relationships while defending diversity, transparency, and care for our colleagues.

About Us

Symphony Solutions is a global IT company specializing in cloud and AI-driven solutions. Headquartered in the Netherlands, our fully remote model connects over 20 countries, fostering collaboration without borders.

Since transitioning to a fully virtual company in 2022, we've embraced innovation and individuality to deliver impactful solutions that drive real value for our clients. Our community of IT professionals thrives in an environment built on flexibility, creativity, and a shared commitment to excellence.



20+ countries

AI-driven

creativity

Values & Culture

At Symphony Solutions, our values are the foundation of everything we do. In 2024, we continued to turn these principles into action, promoting a culture where integrity, inclusivity, and innovation drive real impact.

01 **Trust**

The foundation, earn trust to build trust with colleagues and clients.

02 **Integrity**

Do the right thing even if no one is watching.

03 **Initiative**

Be the change you want to see around you, be bold, go first.

04 **Inspirational**

Do it with passion and from the heart. If you can feel it, let it guide you.

05 **Innovation**

Keep an innovative state of mind no matter what you are doing.

06 **Intimacy**

Show support with teams and clients, and they will return that support twice as much.





Thank You

