

# DIGITAL TIGER

**the Market Power  
of Ukrainian IT**  
research for 2024

2019

2020

2021

2022

2023

2024



Ministry of  
Digital Transformation  
of Ukraine



Ministry of  
Foreign Affairs  
of Ukraine

**IT Ukraine  
Association**



**UKRSIBBANK**  
BNP PARIBAS GROUP

**TOP  
LEAD**

Visual  
content  
solutions

# ABOUT THE RESEARCH

Digital Tiger is an annual market research provided by the IT Ukraine Association and Top Lead. This research provides a general overview of the IT market, key performance indicators, and the importance of the industry for the economy.

## DIGITAL TIGER 2024

presenting an updated mission showing the potential of the Ukrainian tech sector and its experience in six key export markets: the United States, the United Kingdom, Germany, Israel, Switzerland, and Poland.

This year's research will be an essential communication tool for foreign audiences, sharing info about:

- successful Ukrainian IT brands and cooperation with international companies
- the presence of Ukrainian IT in key markets
- advantages of Ukrainian IT companies
- sustainability of cooperation with leading countries
- ecosystems for productive cooperation



# METHODOLOGY OF THE RESEARCH

## GENERAL APPROACH TO ANALYZING IT INDUSTRY DATA

This research defines IT services as computer services only, i.e., the data presented here does not include telecommunication services.

Our analysis of the IT industry in Ukraine included examining companies (legal entities) with the following KVED (Ukr. Classifier of Economic Activities) codes:

- 58.21 Computer games publishing
- 58.29 Other software publishing
- 62.01 Computer programming
- 62.02 Informatization consulting services
- 62.03 Activities related to computer equipment management
- 62.09 Other activities in the field of IT and computer systems
- 63.11 Data processing, hosting, and related activities
- 63.12 Web portals

If the primary data was in the Ukrainian national currency (hryvnia) or another currency (euro), the values were converted into dollars at the average annual exchange rate for the specified periods.

If some data has specific features, this is indicated on the relevant page.

## SURVEY OF IT COMPANIES

To better understand how Ukrainian IT companies operate in selected key markets, we conducted a survey.

- The survey was conducted among IT companies in the Ukrainian market. The vast majority are companies founded in Ukraine or that have Ukrainian roots. Thus, the results can be considered a true survey of Ukrainian IT companies.
- The survey was conducted December 2024 - January 2025.
- Responses were received from 150 companies, 139 of which were included in the final results. The remainder of the companies did not meet the research methodology (e.g., they are not representatives of the IT market). The sample is close to representative by size and type of company.
- The survey method was a self-administered online questionnaire.
- Responses were received through targeted mailings to members of the IT Ukraine Association. Surveys were distributed within the broader ecosystem, including through numerous Ukrainian professional IT associations, regional IT clusters, and other industry networks. Additionally, the survey was promoted across all of the Association's public resources — both internal and external — such as social media, the official website, newsletters, digests, internal communication channels, and direct messages.

## MAIN DATA SOURCES

The primary data sources were official data from Ukrainian relevant ministries or organizations, such as:

- Ministry of Digital Transformation of Ukraine
- Ministry of Education and Science of Ukraine
- National Bank of Ukraine
- State Statistics Service of Ukraine
- State Tax Service of Ukraine

Some data was provided by research partners, as mentioned on the relevant page.

Also, our research uses publicly available information on the activities of companies, governments, and industry bodies in the IT sector, as well as expert insights from the IT Ukraine Association.

## HAVE ANY QUESTIONS?

If any clarification concerning the research methodology is needed, please contact us at

**[hello@itukraine.org.ua](mailto:hello@itukraine.org.ua)**

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# UKRAINIAN IT INDUSTRY OVERVIEW



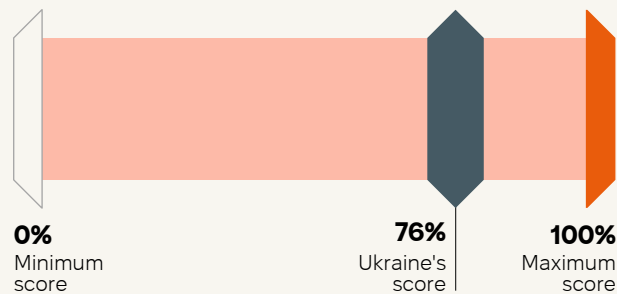
# UKRAINE AS AN IT COUNTRY

Ukraine is steadily solidifying its position as one of the leading centers for the IT industry. Various rankings confirm Ukraine's high technological expertise and competitiveness, making it appealing to foreign investors and strategic partners.

## UKRAINIAN IT INDUSTRY IN WORLD RANKINGS IN 2024

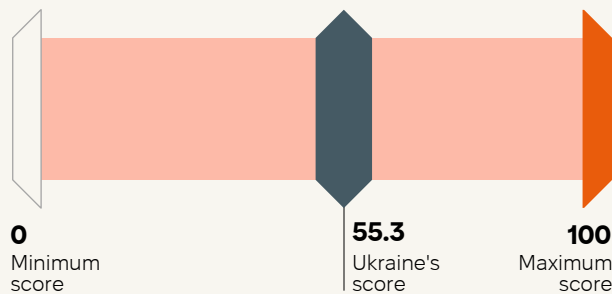
### Technology skill proficiencies, according to Coursera's Global Skills Report

Trends in skills and qualifications, assessing computer science, IT, programming, and cloud computing



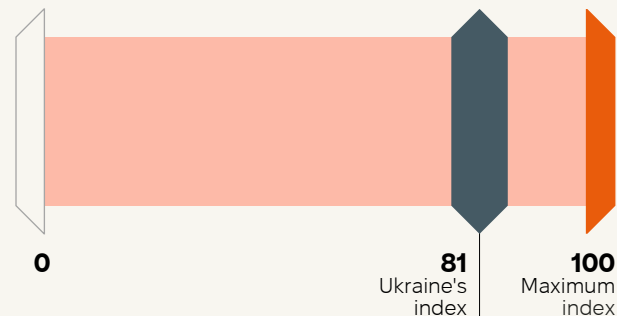
### The Network Readiness Index

Countries' digital readiness: IT conditions, implementation readiness, and actual use



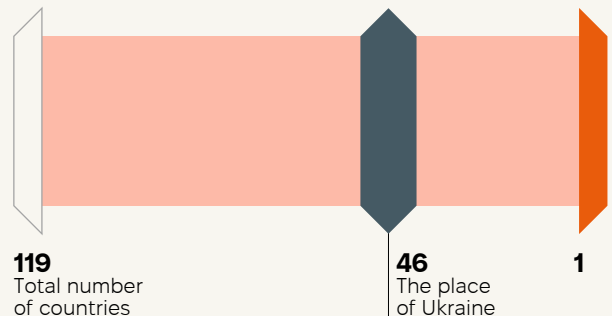
### ICT Development Index

ICT development by access to technology, usage, and digital skills



### Global Startup Ecosystem Index

Startup ecosystems' access to resources, globally by innovation, and the impact of startups



Sources: Coursera, Portulans Institute, International Telecommunication Union, StartupBlink, The United Nations, data.europa.eu.

## STATE DIGITAL INFRASTRUCTURE

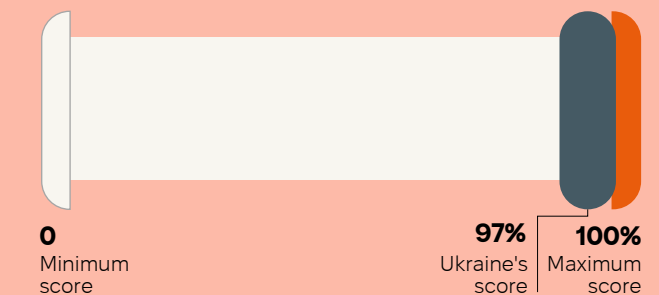
### E-Government Development Index

The level of e-government development by online services, infrastructure, and digital literacy



### Open Data in Europe

The progress of European countries in promoting and facilitating the accessibility and reuse of public sector information

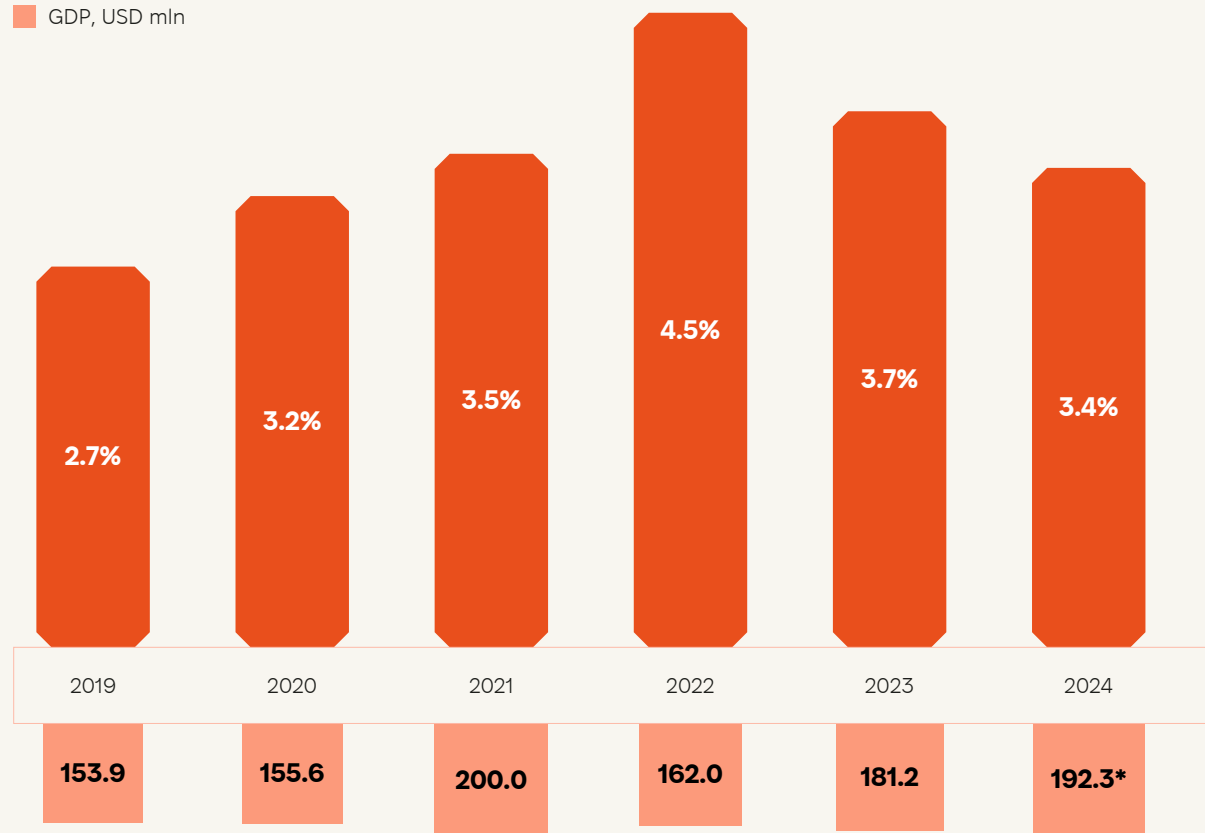


# IT EXPORT IN UKRAINE'S GDP

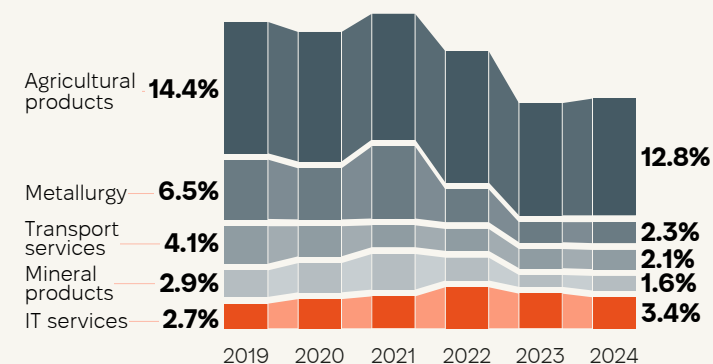
Ukraine's economy experienced a downturn in 2022 due to Russia's full-scale invasion. After 3 years of war, however affected industries are gradually recovering. The IT sector did not decline significantly due to its global orientation, flexibility, and low dependence on physical infrastructure. Instead, the sector became a pillar of support for the national economy. However, the recovery of other industries is now contributing to a decrease in the share of IT exports in Ukraine's GDP.

## PERCENTAGE OF IT SERVICES EXPORT IN GDP

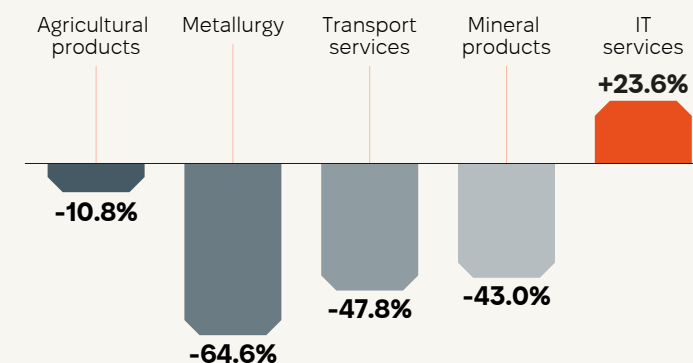
■ Share of IT services export in GDP, %  
■ GDP, USD mln



## TOP 5 INDUSTRIES BY THE SHARE OF EXPORT IN GDP, %



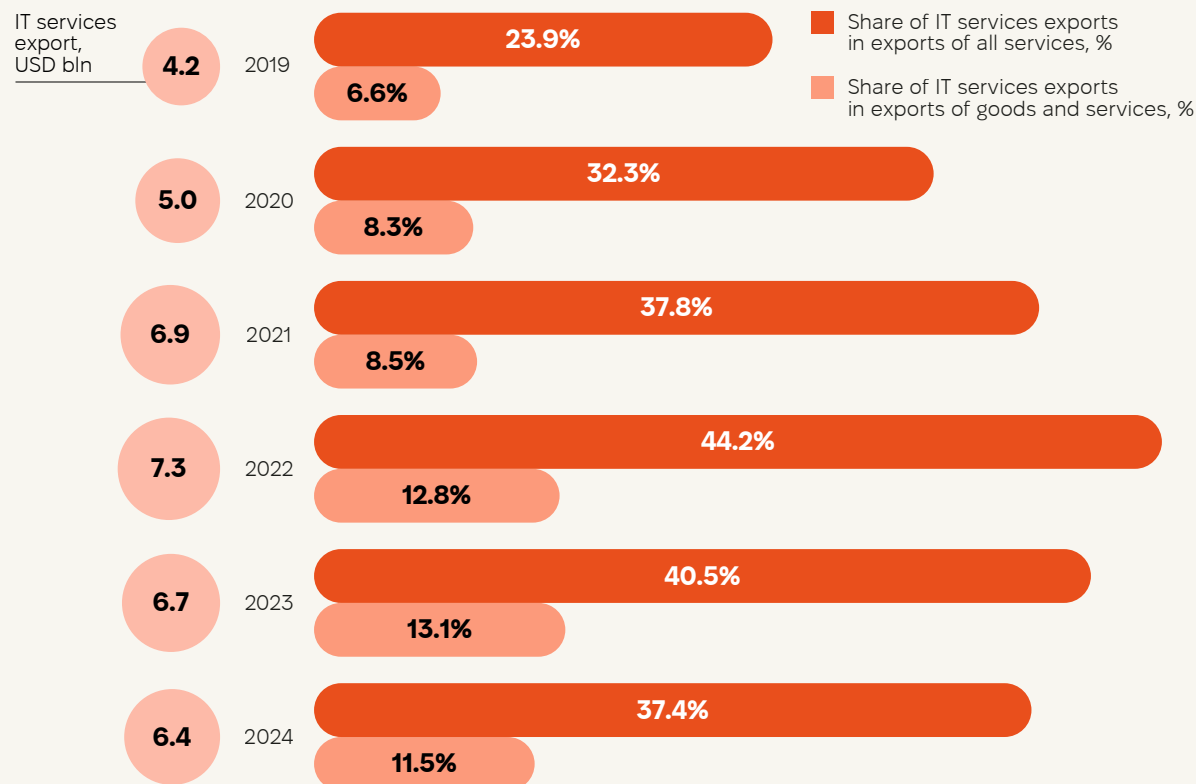
## CHANGE IN THE SHARE OF EXPORT IN GDP IN 2024 COMPARED TO 2019, %



# IT IN UKRAINE'S EXPORT

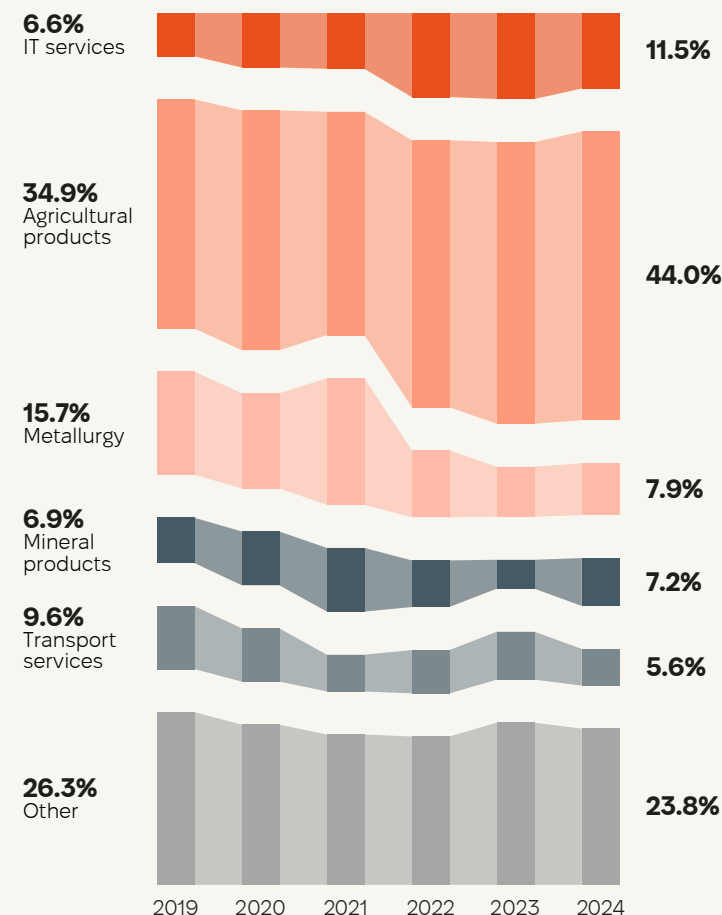
In 2022, the high demand for IT services helped the industry achieve record-breaking results in spite of the war. Despite a slight decline, the role of IT services exports is still high, accounting for 37.4% of services exports and 11.5% of total exports.

## ROLE OF IT SERVICES IN EXPORT



**+54.5%** growth of IT services exports, 2019-2024

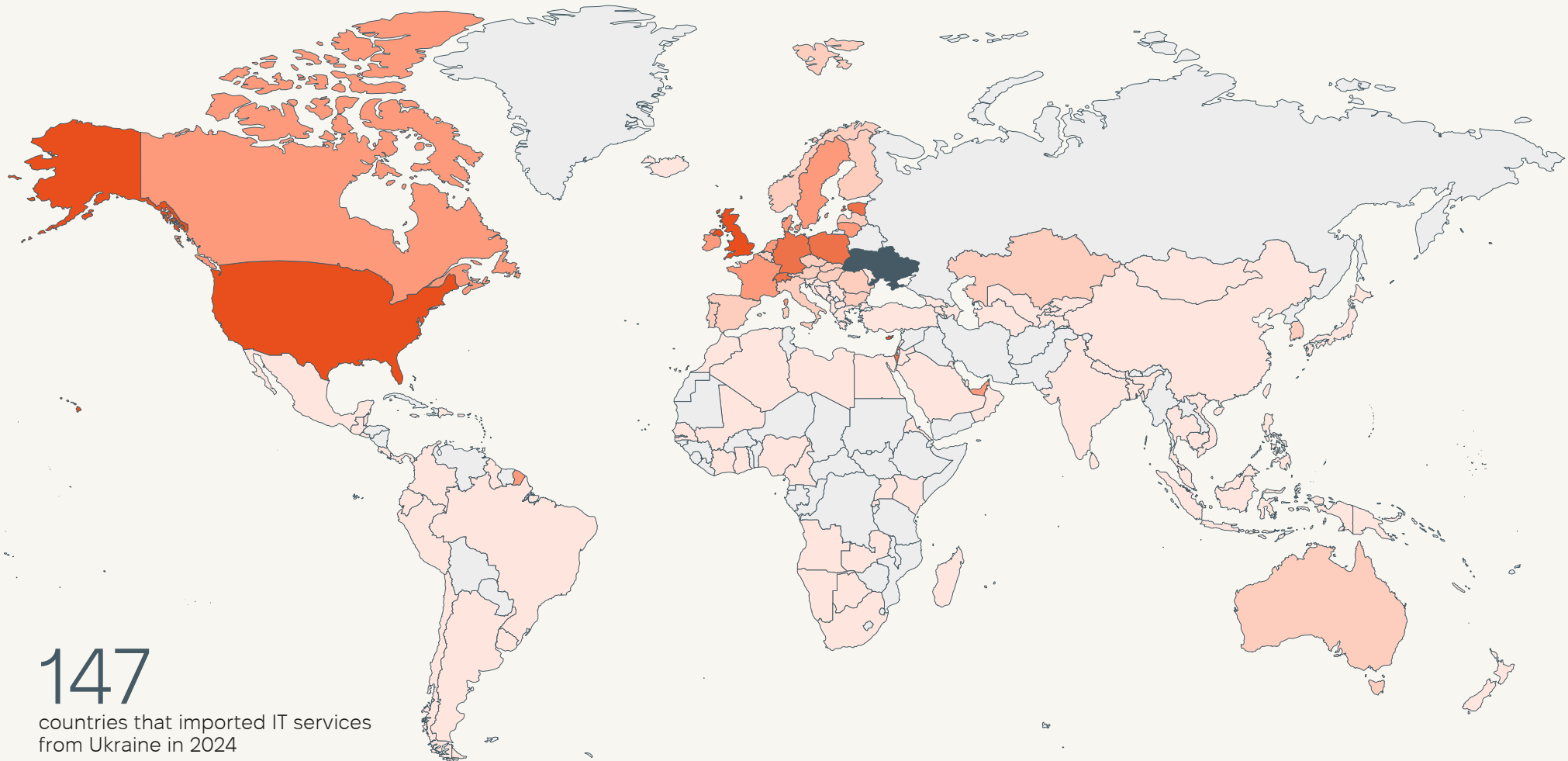
## EXPORTS OF GOODS AND SERVICES BY INDUSTRIES, %



# GEOGRAPHY OF UKRAINE'S IT EXPORTS

## EXPORT OF UKRAINIAN IT SERVICES IN 2024, BY COUNTRY, USD MLN

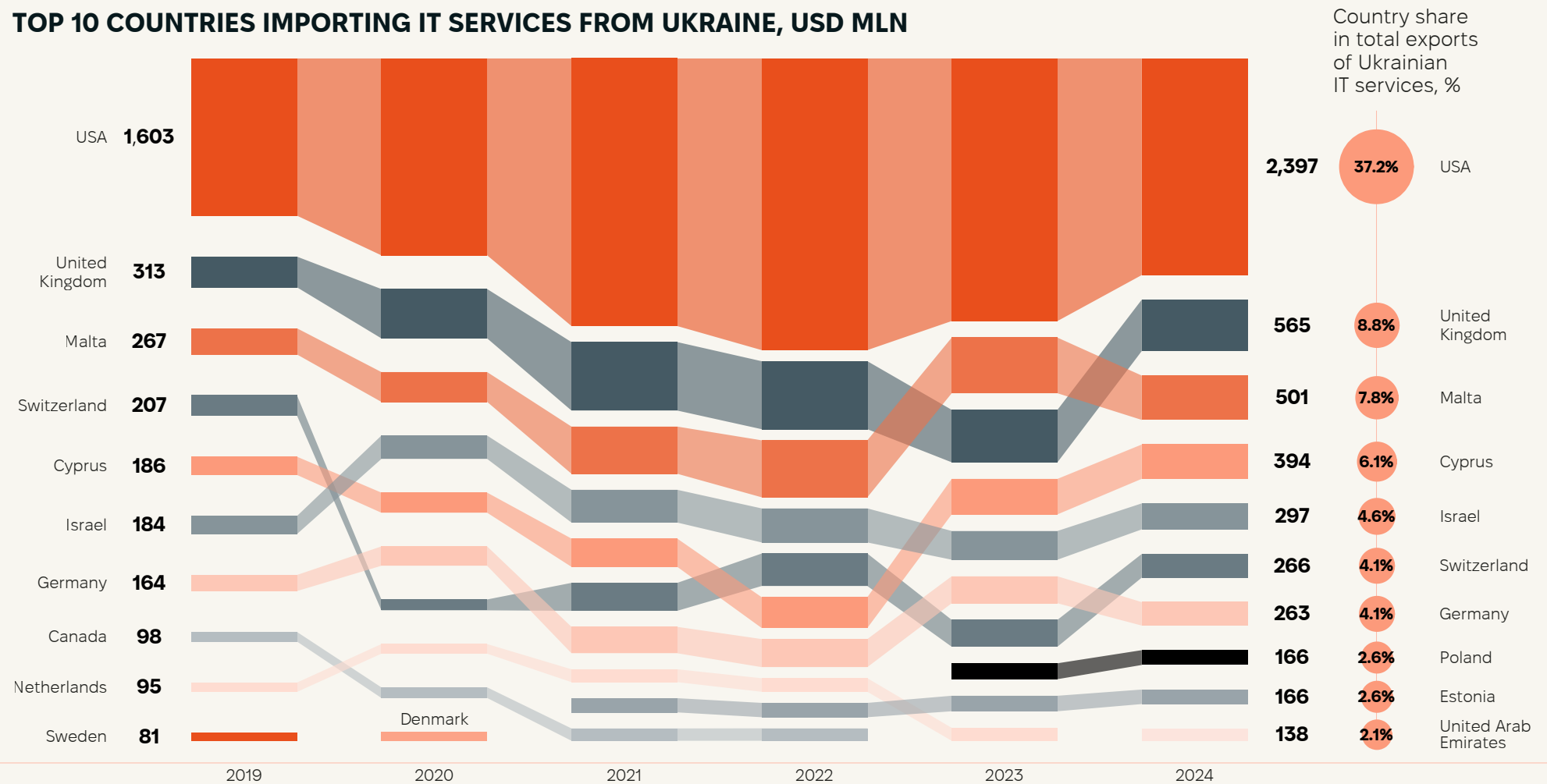
Not exported 0–10 10–50 50–150 150–300 300+



# TOP IMPORTERS OF UKRAINIAN IT SERVICES

The Ukrainian IT sector cooperates in international markets, maintaining high service demand. For over 10 years, **the United States has been the leading importer of Ukrainian IT services**, accounting for 37.2% of total IT service exports.

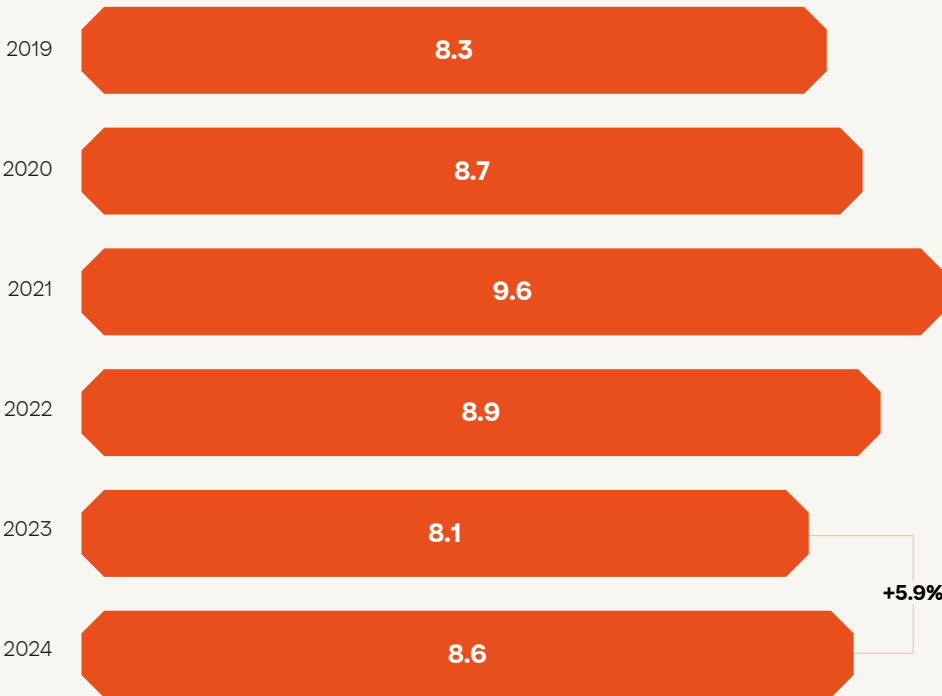
## TOP 10 COUNTRIES IMPORTING IT SERVICES FROM UKRAINE, USD MLN



# IT COMPANIES IN UKRAINE

The Ukrainian IT market is characterized by a complex corporate structure. **Companies frequently establish multiple legal entities for various business or product development lines.** This complexity complicates the accurate counting of IT companies, since one business group can include several related legal entities. Consequently, estimates of the number of IT companies in Ukraine can differ based on the methodology employed.

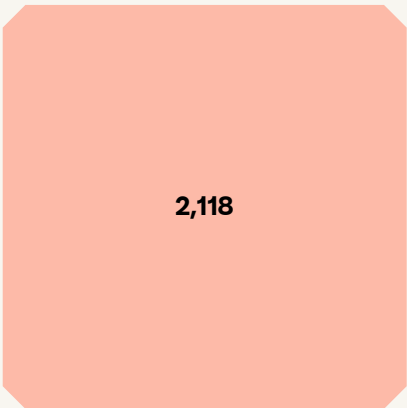
## NUMBER OF OPERATING LEGAL ENTITIES PROVIDING IT SERVICES, THOU.



The +5.9% increase in operating legal entities over 2024 demonstrates the industry's resilience and growth, which are nearing pre-war levels.

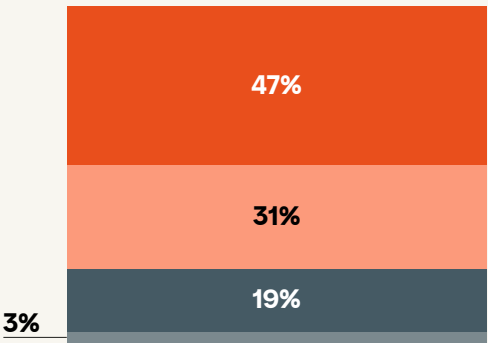
## NUMBER OF ACTIVE VERIFIED IT COMPANIES IN UKRAINE IN 2024

One company can comprise several legal entities. Thus, the number of verified IT companies is significantly lower than the number of operating legal entities providing IT services.



## STRUCTURE OF IT COMPANIES BY TYPE OF BUSINESS MODEL IN 2024, %

- Outsourcing
- Product
- Mixed
- Outstaffing



# REVENUE OF IT COMPANIES IN UKRAINE

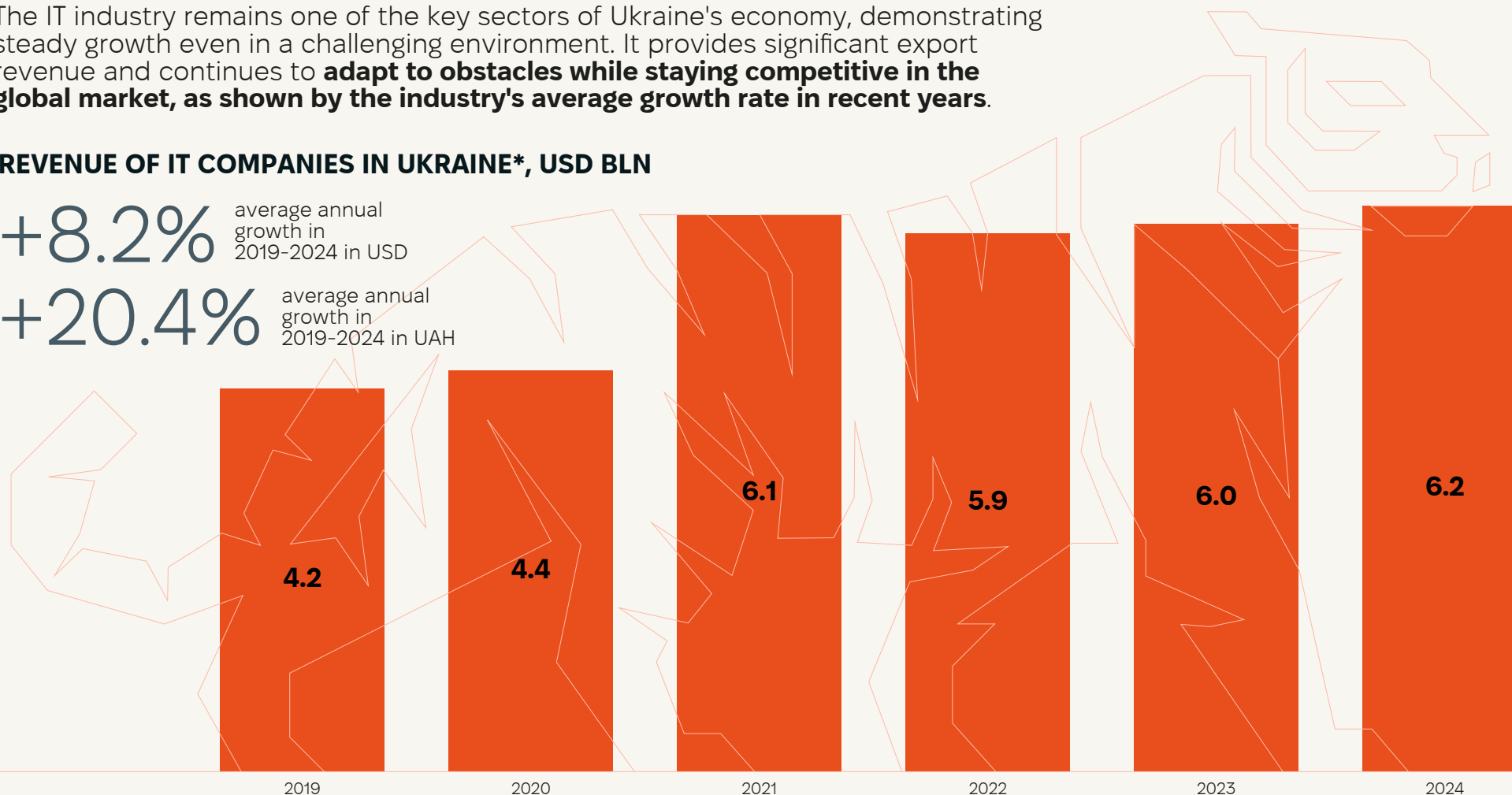
Data and analytics provided by  
YouControl and YouControl.Market

The IT industry remains one of the key sectors of Ukraine's economy, demonstrating steady growth even in a challenging environment. It provides significant export revenue and continues to **adapt to obstacles while staying competitive in the global market, as shown by the industry's average growth rate in recent years.**

## REVENUE OF IT COMPANIES IN UKRAINE\*, USD BLN

+8.2% average annual  
growth in  
2019-2024 in USD

+20.4% average annual  
growth in  
2019-2024 in UAH



\*Data is based on the financial statements of legal entities, effective as of the date of data receipt on the beginning of March; and on with revenue data obtained under the 2000 reporting code, where the primary KVED (Ukrainian Classifier of Economic Activities) codes correspond to those specified on the Methodology page. If a company's code has changed, its revenues are excluded from the statistics.



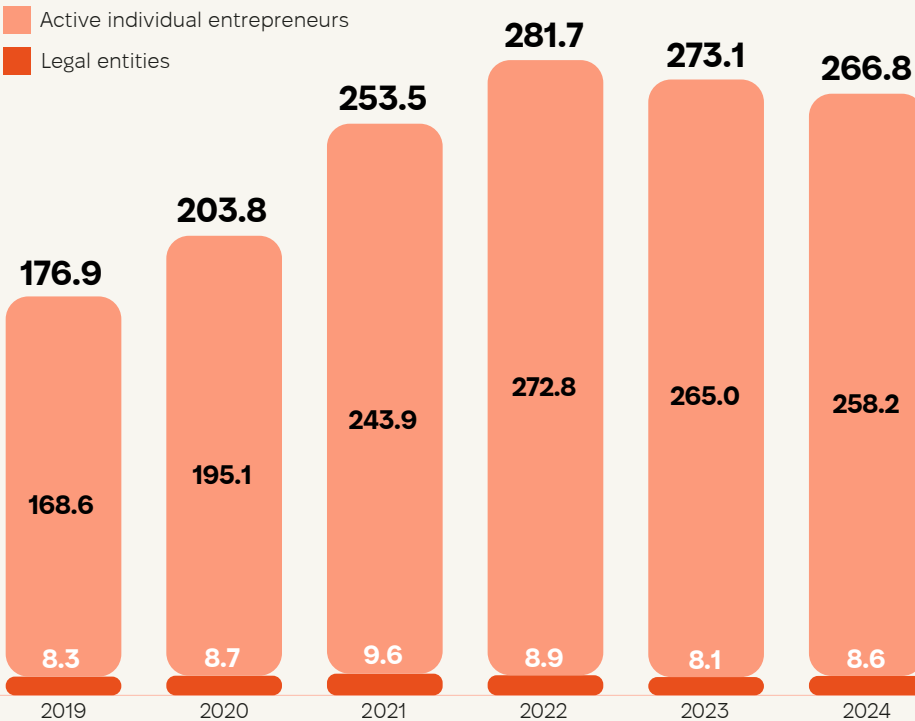
# TAXES FROM THE IT INDUSTRY

The Ukrainian IT market has a specific structure. Taxes are paid by companies and IT professionals working as individual entrepreneurs. Most taxpayers are individual entrepreneurs. At the same time, **the majority of taxes (58%) were paid by legal entities**, which also pay taxes for gig specialists (if the company is a Diia.City resident) and those who work as hired employees.

NUMBER OF TAXPAYERS FROM THE IT INDUSTRY, THOU.

+50.8%

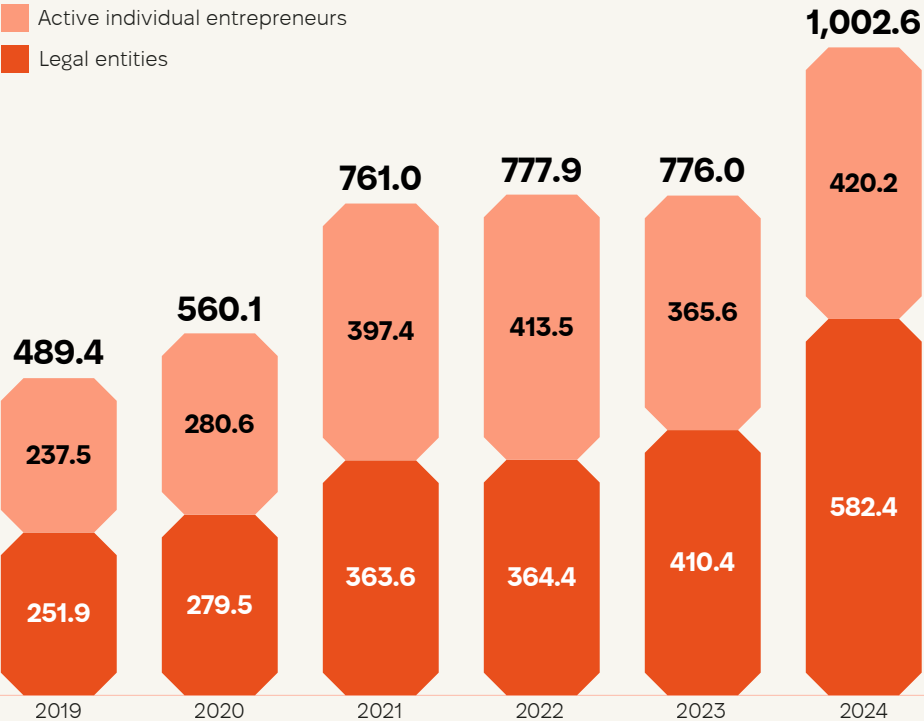
growth, 2019-2024



TAXES PAID BY THE IT INDUSTRY, USD MLN

+104.9%

growth, 2019-2024

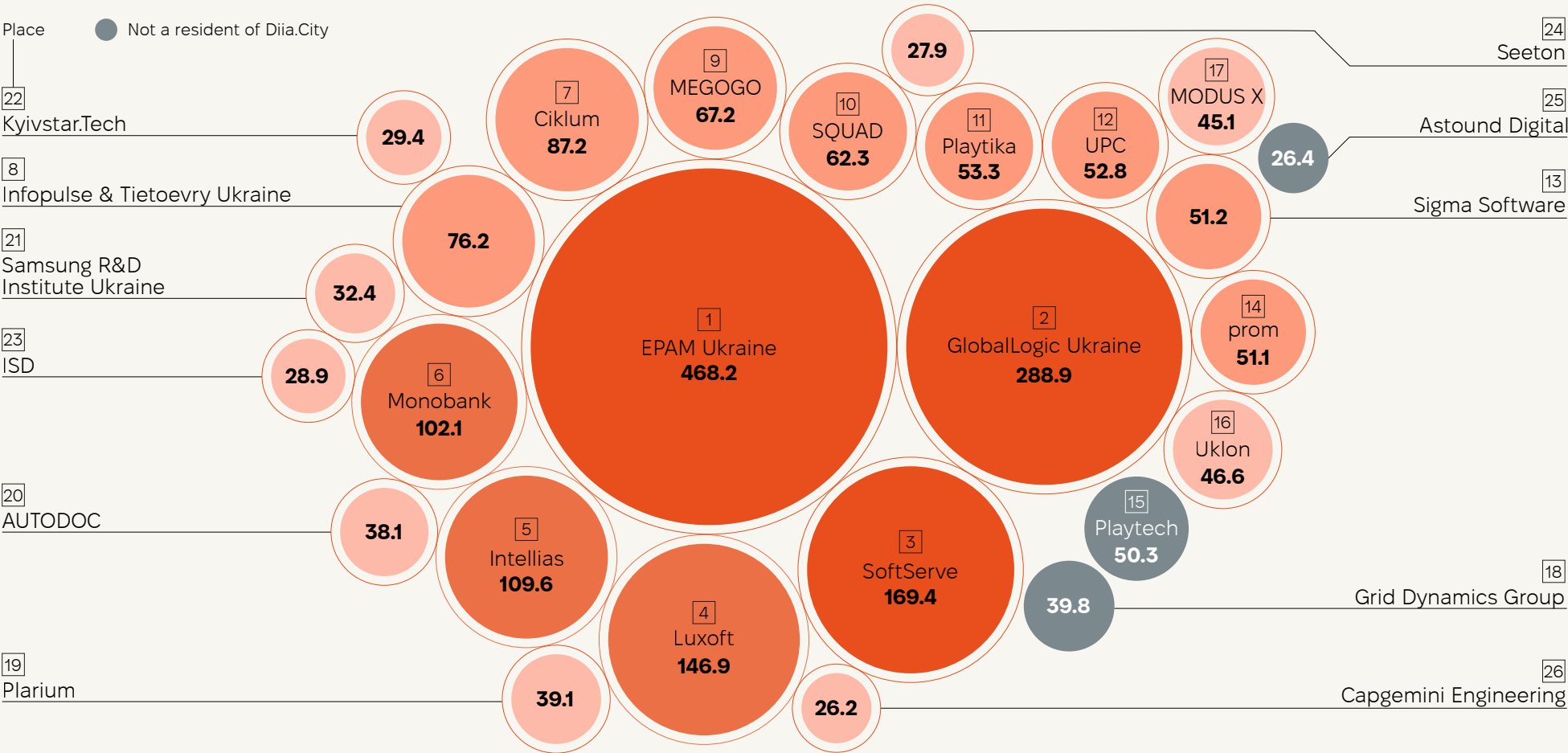


# THE LARGEST IT COMPANIES IN UKRAINE

Data and analytics provided by AIN

Ukraine's IT sector is growing rapidly and is driven by leading companies, mostly service providers. The list of the largest Ukrainian IT companies shows who is shaping the market, cooperating with global clients, and strengthening Ukraine's position in the technology landscape.

## TOP IT COMPANIES IN UKRAINE IN 2024, BY REVENUE\*, USD MLN



Source: AIN, based on data from the State Statistics Service, YouControl analytical system, and Opendatabot registration data monitoring service.

\*The list is based on the financial statements of a legal entity collective representing IT firms. It includes companies with revenues surpassing USD 25 million (UAH 1 billion) in 2024. For more details, refer to the Methodology page.



# UKRSIBBANK BNP PARIBAS GROUP

UKRSIBBANK is one of the system banks of Ukraine with foreign capital. 60% of shares belong to the BNP Paribas Group – one of the leaders among foreign banks in Ukraine in terms of assets, net income and market capitalization; 40% of the shares belong to the EBRD. The bank supports the IT community, and is a partner of the IT Association and most IT clusters.



## 34

years of working in Ukraine



## ~5000

employees in Ukraine



## 200+

bank branches



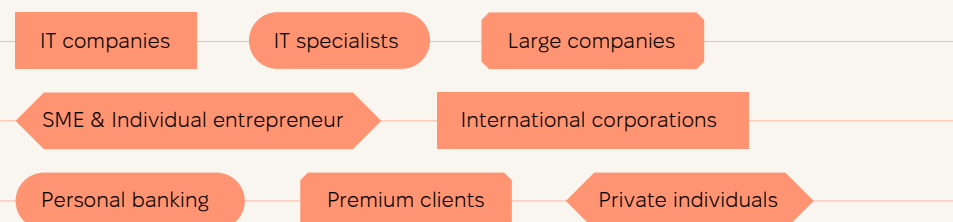
## 2M+

clients

## COMPANY VALUES

We are reliable partner making safe banking in agile way by caring about customers and employees, bringing positive impact and contributing to sound Ukrainian economy, leveraging the strength of the leading European banking Group.

## AREAS OF SPECIALIZATION



## OUR EXPERTISE

Servicing both IT companies & IT specialists

Payroll projects

Loans

SME customers

Local & multinational expertise



### Andrii Kashperuk

Deputy Chairman of the Management Board on Retail Banking of UKRSIBBANK BNP Paribas Group

### Website:

[www.ukrsibbank.com](http://www.ukrsibbank.com)

### E-mail:

[info@ukrsibbank.com](mailto:info@ukrsibbank.com)

### Head office:

Kyiv, Ukraine

About the bank



# SERVICES FOR IT COMPANIES & IT SPECIALISTS

UKRSIBBANK provides comprehensive services for: resident and non-resident IT companies, Diia.City resident IT companies, and IT individual entrepreneurs.



**2000+**  
IT companies



**100K+**  
IT specialists



**30%**  
share in servicing IT-industry

## GENERAL BENEFITS

- Favorable service conditions for IT companies and a special package offer for IT specialists
- ◆ Online opening for an individual entrepreneur account using the UKRSIB business application
- New "Instant currency sale" service
- Using the UKRSIB business key as a KEP for signing documents on external resources with free online registration



More info  
about bank  
projects

## SERVICES FOR IT COMPANIES

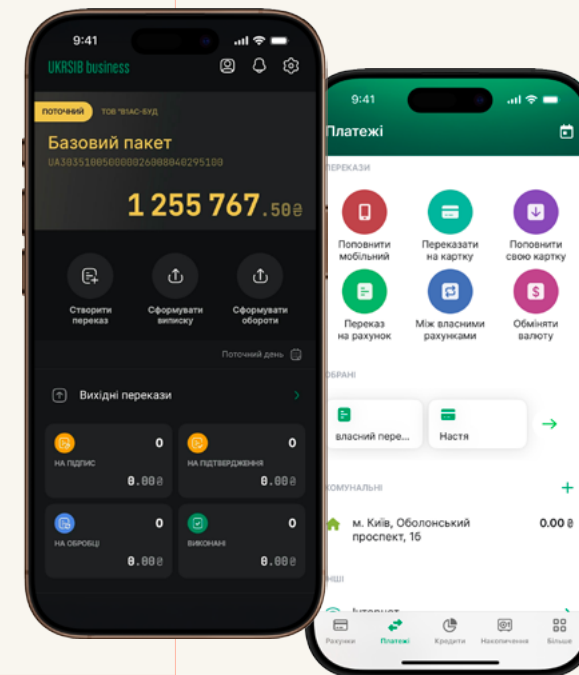
**UKRSIB business** a free internet banking & mobile application

**Opening** personal accounts for individual entrepreneurs, and salary accounts for full-time and gig employees

**Financial Control Center** for simultaneous management of several company accounts for individual entrepreneurs in UKRSIB business

**API** to integrate a client's system with UKRSIB business

**Bulk enrollment** in one list



## SERVICES FOR IT SPECIALISTS

**UKRSIB online 2.0**, an internet banking & mobile application for personal needs

**Business account "IT Entrepreneur"** in UAH/USD/EUR

**Loyalty program "EXTRA bilshе"** and deposit programs

**Premium benefits:** personal manager, family banking, and concierge service 24/7

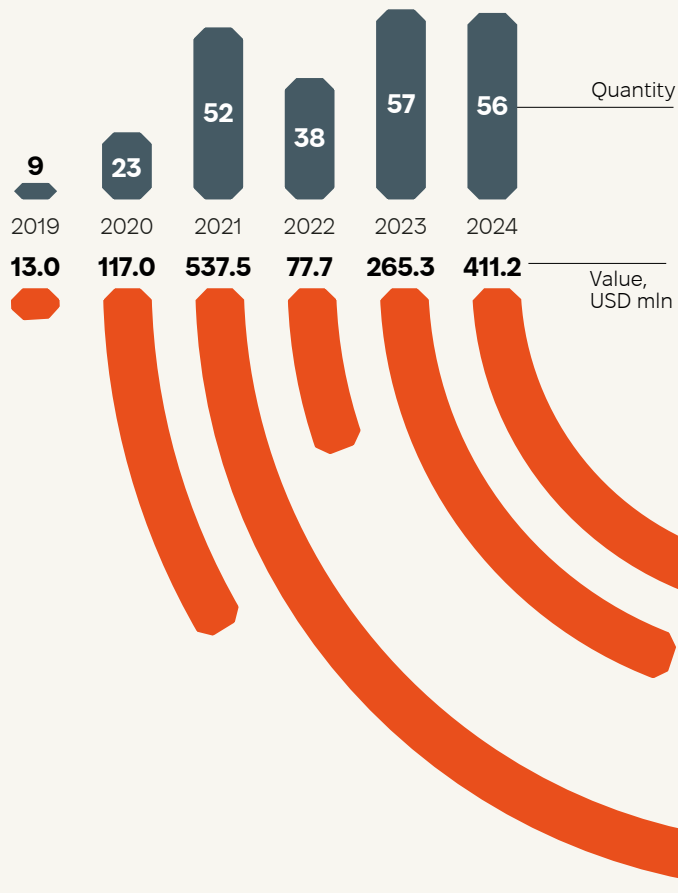
**Personal card account** in UAH/USD/EUR, Premium card

# VC AND PE IN THE UKRAINIAN IT SECTOR

Data and analytics provided by Capital Times

**Ukrainian IT companies have raised almost \$1.5 billion in venture capital over the past 6 years.** Both local and global investors clearly recognize Ukraine as a lucrative destination for deploying venture capital, leading to a surge in the number of active investors in the market.

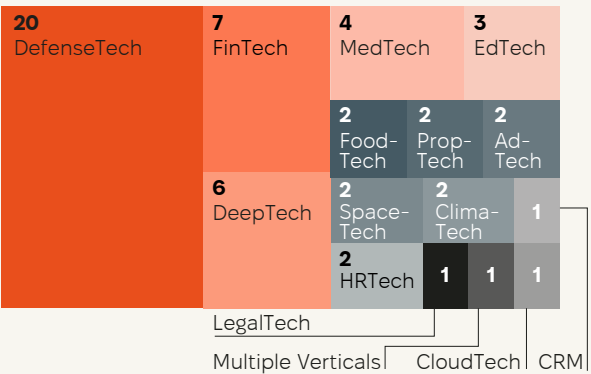
## DYNAMICS OF VC/PE DEALS IN IT SECTOR INVOLVING UKRAINIANS FOUNDERS\*



## TRENDS IN THE UKRAINIAN VC/PE MARKET

- The number, and especially volume, of VC deals in Ukraine has grown drastically, as well as the diversity of sectors receiving investment
- DefenseTech has become a leader in the number of venture capital deals, receiving support from the government and private investors

## NUMBER OF VC/PE DEALS BY SEGMENTS IN 2024



## TOP 5 VC/PE DEALS IN 2019-2024

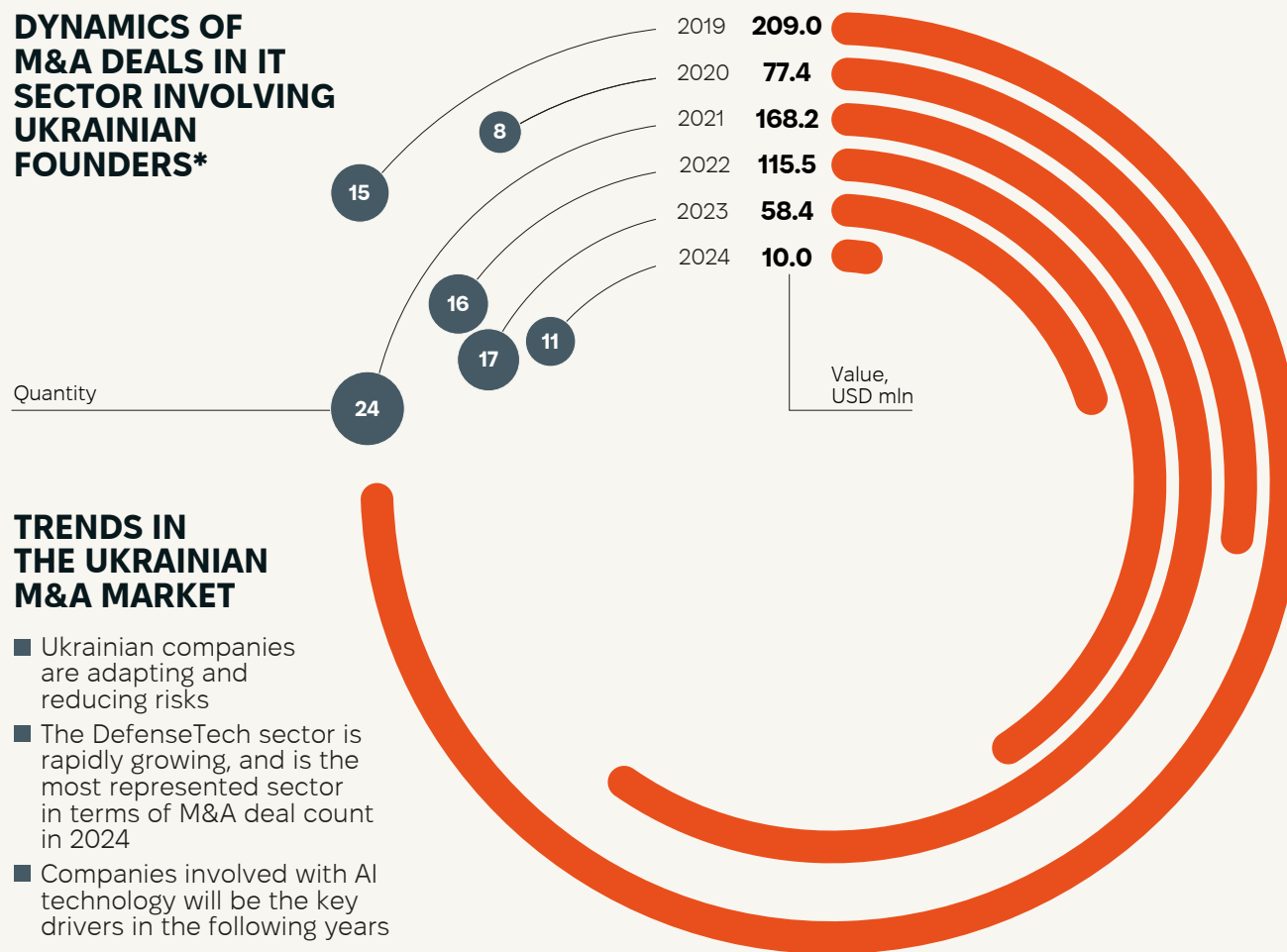
Year	Target company	Deal value, USD mln	Investor origin	Investor
2024	Creatio	200	USA	Sapphire Ventures
2021	Grammarly	200	USA	BlackRock
2021	People.ai	100	UAE, USA	Mubadala Capital
2024	Rentberry	90	USA	GTM Capital
2023	Preply	70	Ukraine, USA	Horizon Capital

\*Deals with undisclosed value are included in the total number, but do not impact total value.

# M&A IN THE UKRAINIAN IT SECTOR

Ukraine has long been a major IT outsource hub, as reflected in the number and volume of M&A deals. IT outsourcing started to decline globally in early 2022. In Ukraine, the effect has been accentuated by the risks caused by the full-scale Russian invasion.

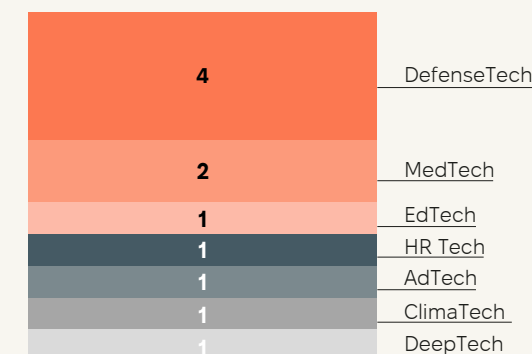
## DYNAMICS OF M&A DEALS IN IT SECTOR INVOLVING UKRAINIAN FOUNDERS\*



## TRENDS IN THE UKRAINIAN M&A MARKET

- Ukrainian companies are adapting and reducing risks
- The DefenseTech sector is rapidly growing, and is the most represented sector in terms of M&A deal count in 2024
- Companies involved with AI technology will be the key drivers in the following years

## NUMBER OF M&A DEALS BY SEGMENTS IN 2024



## TOP 5 M&A DEALS IN 2019-2024

Year	Target company	Deal value, USD mln	Investor origin	Investor
2019	Airfactory	166	USA	Snap Inc.
2021	Depositphotos	85	USA	Vistaprint
2022	Apostera	50	USA	Harman
2020	4A Games	45	USA	Saber
2022	Augmented pixels	35	USA	Qualcomm

# STARTUP ECOSYSTEM IN UKRAINE

Data and analytics  
provided by Ukrainian Startup Fund

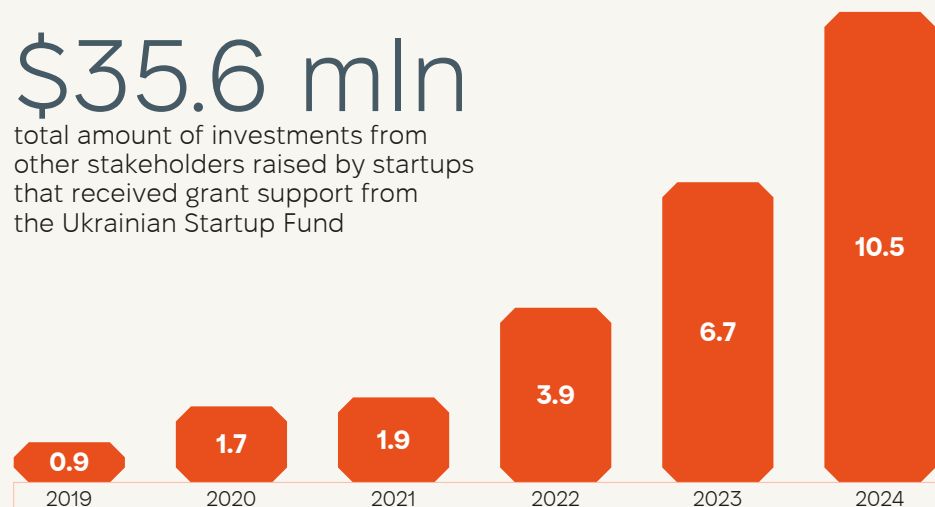
Ukraine's startup ecosystem is among the three fastest growing in Central and Eastern Europe. The number of active startups in Ukraine increased to over 2,600 in 2024, reflecting a tripling of the ecosystem's value since 2020.

**Ukrainian startups are actively represented in software and data, marketing and sales, and EdTech.**

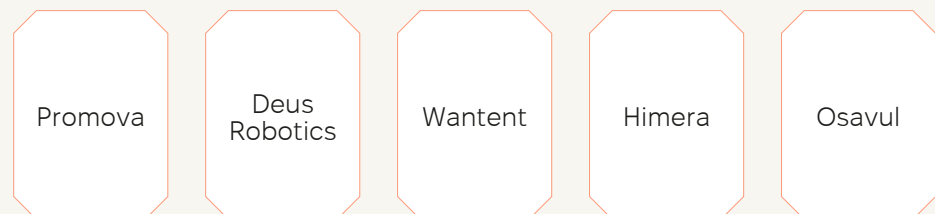
## NUMBER OF APPLICATIONS FROM STARTUPS THAT APPLIED FOR FUNDING FROM THE UKRAINIAN STARTUP FUND\*, THOU.

# \$35.6 mln

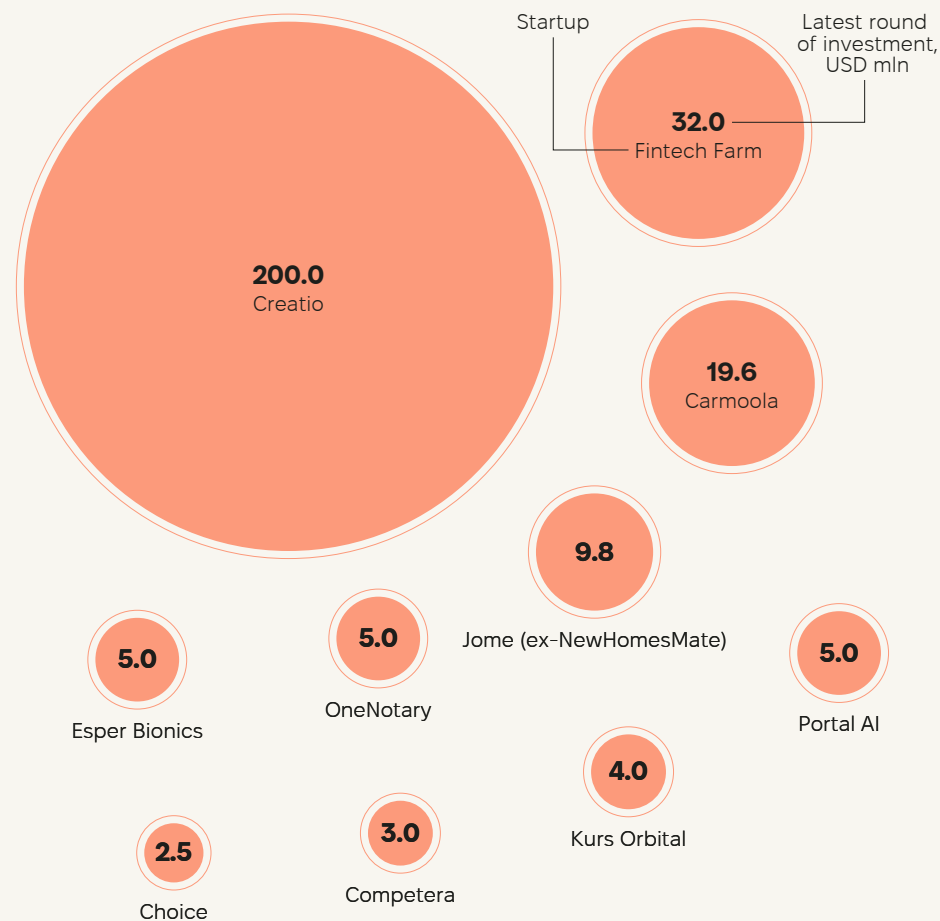
total amount of investments from other stakeholders raised by startups that received grant support from the Ukrainian Startup Fund



## TOP 5 MOST PROMISING UKRAINIAN STARTUPS IN 2024



## TOP 10 MOST SUCCESSFUL UKRAINIAN STARTUPS IN 2024\*\*



\*The Ukrainian Startup Fund is a state institution that helps innovative projects and tech startups to raise funds at the early stages and to launch their own projects.

\*\*The list is not based on the cost of investment.

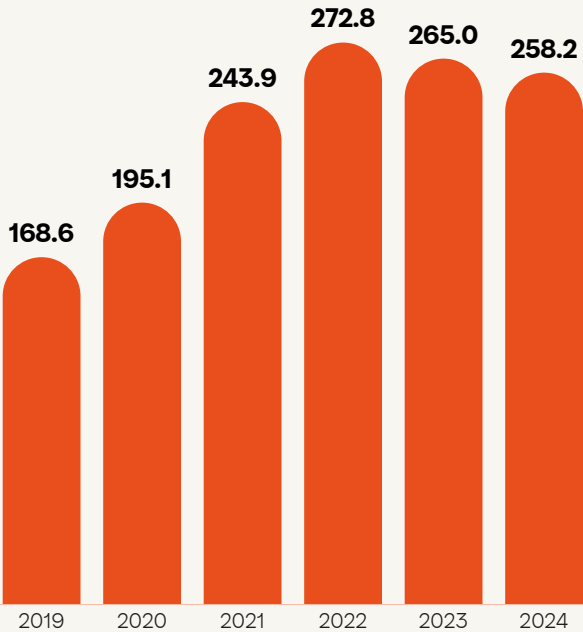
# IT SPECIALISTS

In Ukraine, an IT specialist can cooperate with companies in three ways, each with its peculiarities of cooperation and benefits for both the IT specialist and the IT company. Given that employment in the IT industry is more project-based, most IT professionals prefer to work with companies as individual entrepreneurs rather than as full-time employees.

## NUMBER OF EMPLOYEES IN THE IT INDUSTRY IN UKRAINE\*, THOU.

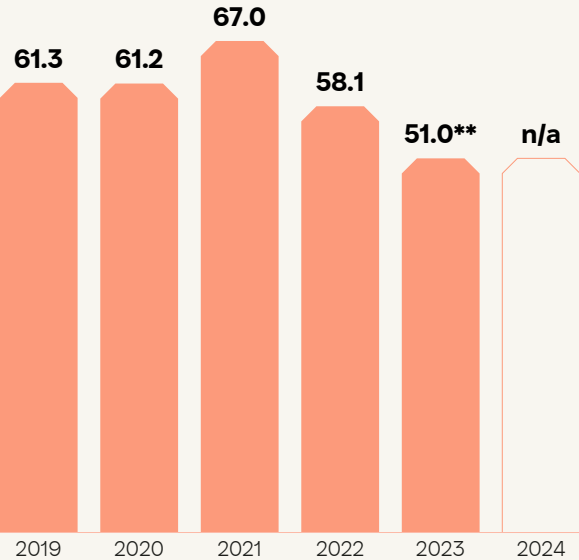
### Individual entrepreneurs

An IT specialist is registered as an entrepreneur and can enter service agreements with IT companies to work on projects. An individual entrepreneur pays taxes on their work and can work with several companies simultaneously.



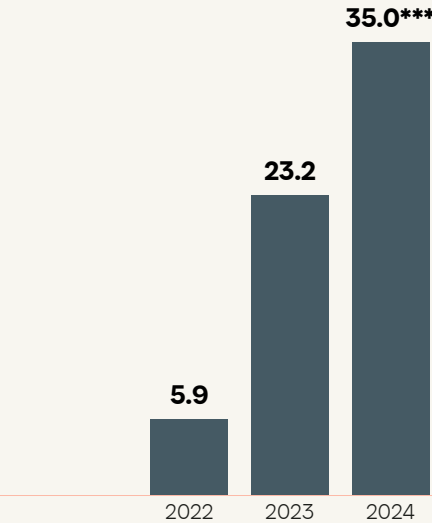
### Hired employees

An IT specialist enters into an employment contract with an IT company and becomes its full-time employee. Usually, such specialists are limited to working for one company.



### Gig specialists

An IT specialist who works with companies that are part of Diia.City (founded in 2022) can make a gig contract with it. It allows the specialist to retain the benefits of freelancing but, at the same time, receive social guarantees from the employer.

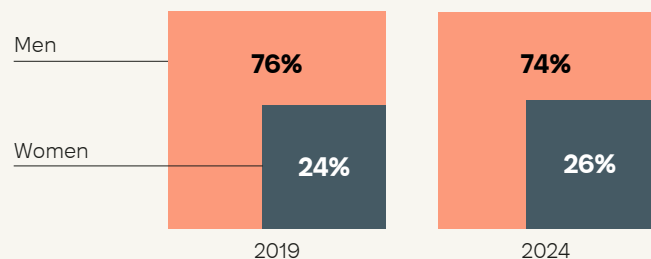


\*One IT specialist can be an individual entrepreneur, an hired employee, and a gig specialist at the same time.  
\*\*In 2023, the State Statistics Service of Ukraine, as the data controller, determined that some employee data is confidential. Therefore, the number of employees in IT companies was estimated as the sum of open data and an estimate of closed data based on the average share of such employees in 2019-2022. Data for 2024 is not available.  
\*\*\*Estimation is based on the share of gig specialists and the total number of IT specialists working in Diia.City resident companies.



# IT SPECIALIST: SOCIAL OVERVIEW

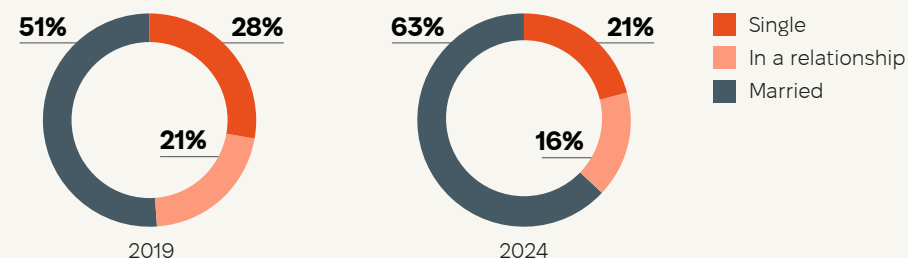
## GENDER AND AGE



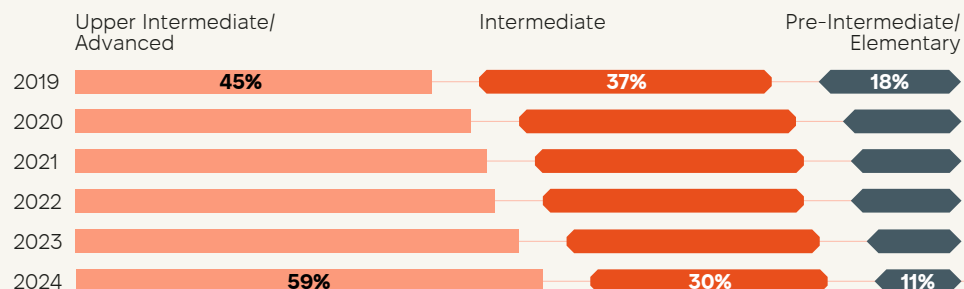
30 years old  
median age of  
IT specialist  
in Ukraine in 2024



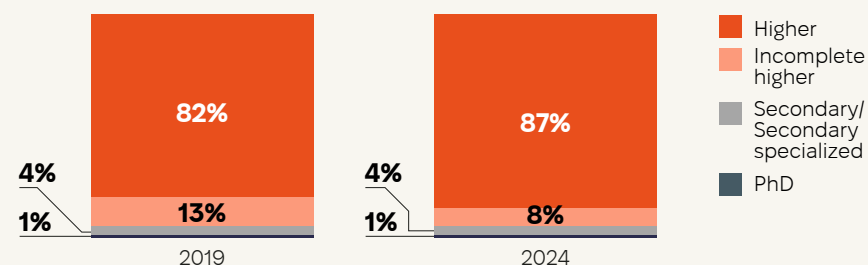
## FAMILY STATUS



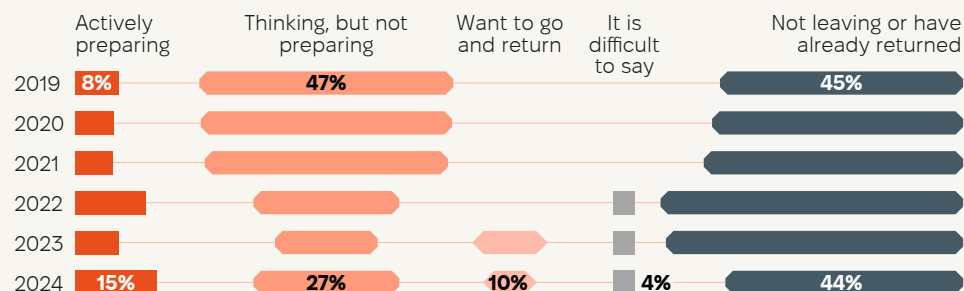
## ENGLISH LANGUAGE SKILLS



## EDUCATION

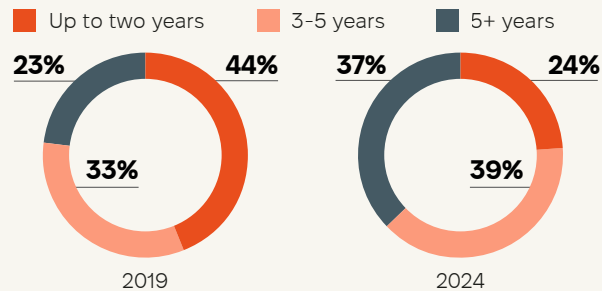


## READINESS TO EMIGRATE

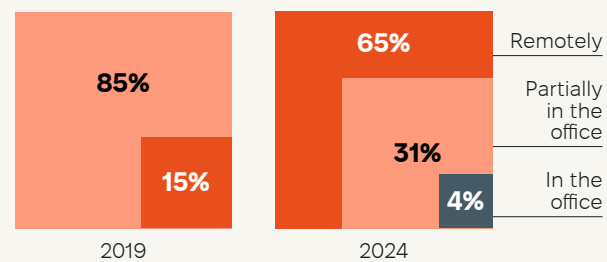


# IT SPECIALIST: PROFESSIONAL OVERVIEW

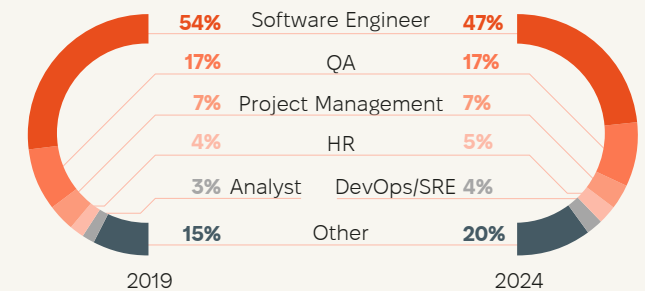
## YEARS OF EXPERIENCE



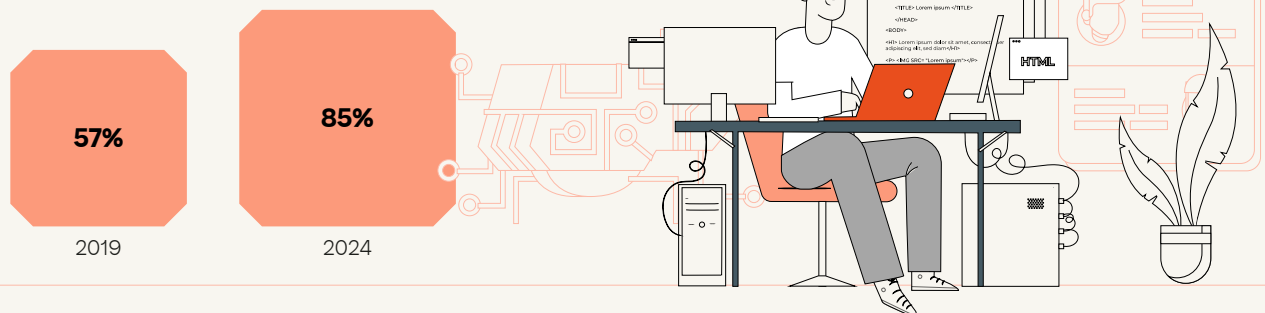
## WORKPLACE



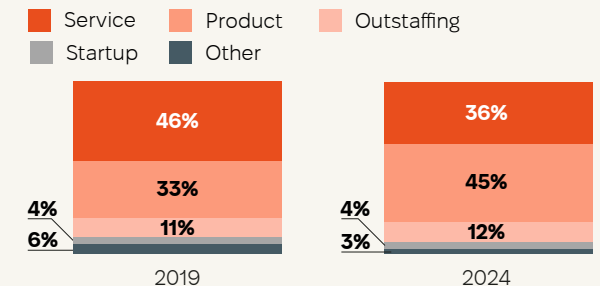
## MOST COMMON POSITIONS



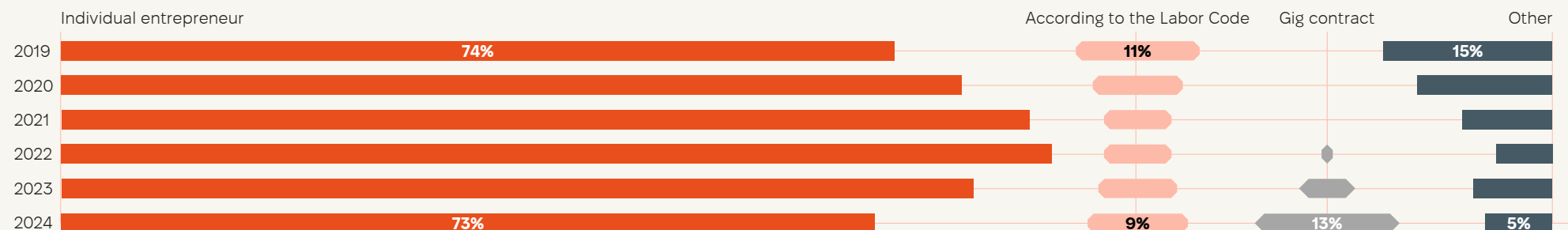
## USING ARTIFICIAL INTELLIGENCE



## TYPE OF COMPANY



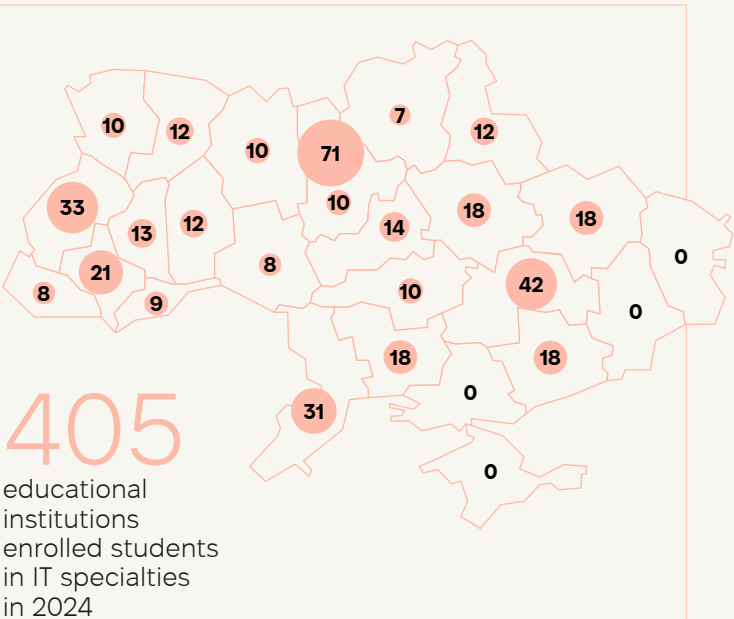
## TYPE OF EMPLOYMENT



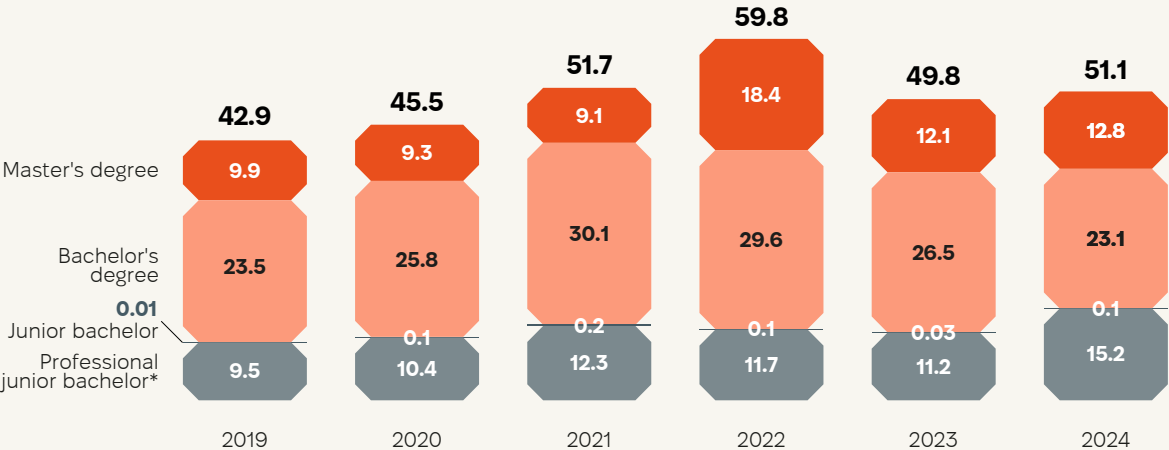
# HIGHER EDUCATION

Ukraine's higher education system **graduated 180.4 thousand students in IT specialties in 2019-2024**. The number of such graduates has increased by 2.5 times over 6 years.

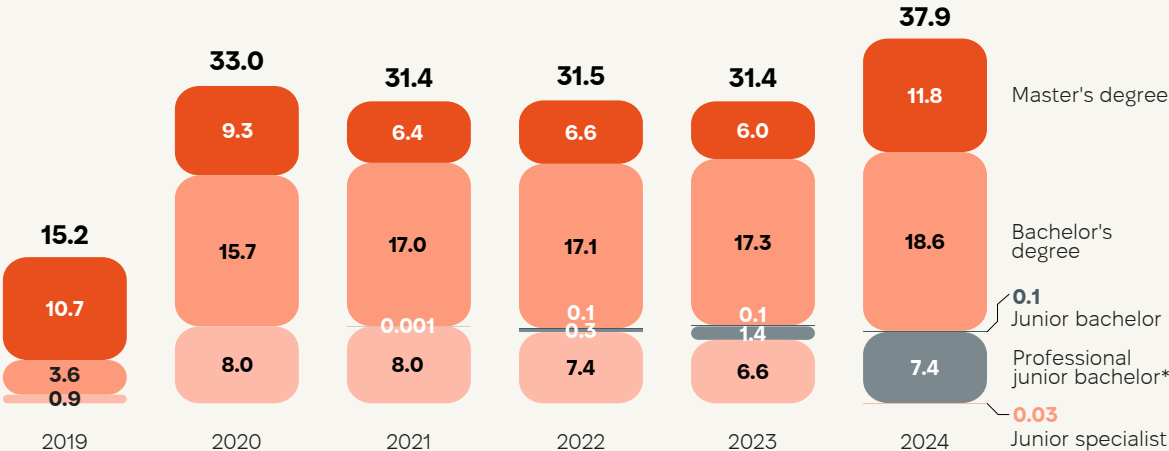
## NUMBER OF HIGHER EDUCATION INSTITUTIONS WITH IT SPECIALTIES, BY REGION IN 2024



## NUMBER OF ENTRANTS IN IT SPECIALITIES, BY LEVEL OF EDUCATION, THOU. PEOPLE



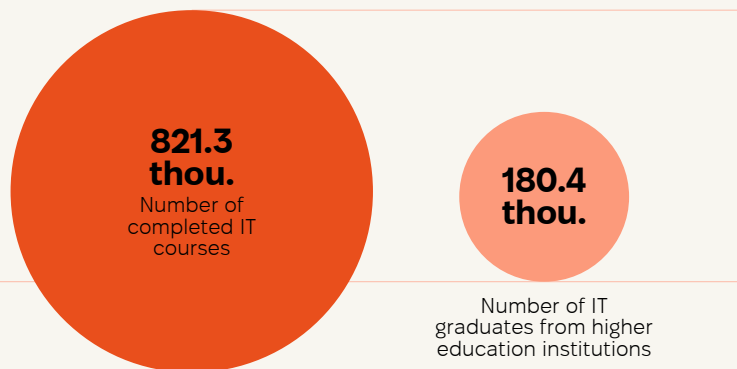
## NUMBER OF GRADUATES IN IT SPECIALITIES, BY LEVEL OF EDUCATION, THOU. PEOPLE



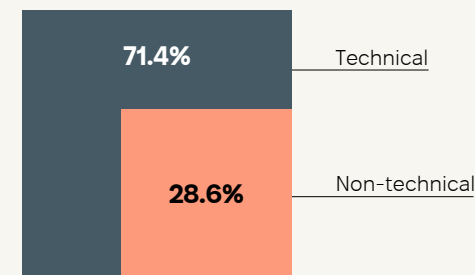
# NON-FORMAL EDUCATION

In addition to formal higher education, **Ukraine has a well-developed network of non-formal education**, including IT schools and programs offered by IT companies. This infrastructure trains specialists who are better suited to meet market demands and specific business requirements. To identify trends in non-formal education, we surveyed\* IT schools and companies in Ukraine about adult IT training.

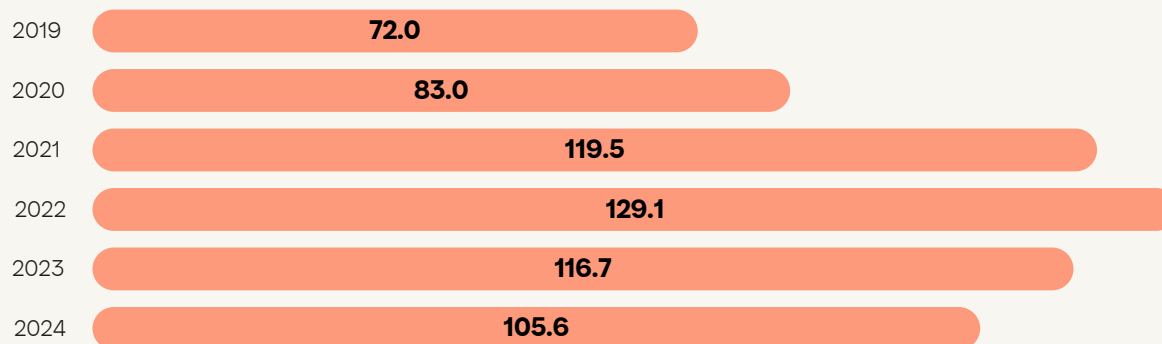
## COMPARISON OF THE ROLE OF NON-FORMAL AND FORMAL IT-EDUCATION IN UKRAINE, BASED ON DATA FOR 2019-2024



## STRUCTURE OF COMPLETED IT COURSES IN 2019-2024, BY TYPE OF SPECIALTY\*\*\*, %



## NUMBER OF IT COURSES TAKEN\*\*, THOU.



## THE MOST POPULAR SPECIALTIES CHOSEN IN IT COURSES



\*A total of 21 companies participated in the survey. As some companies did not respond, data may not characterize the entire market.

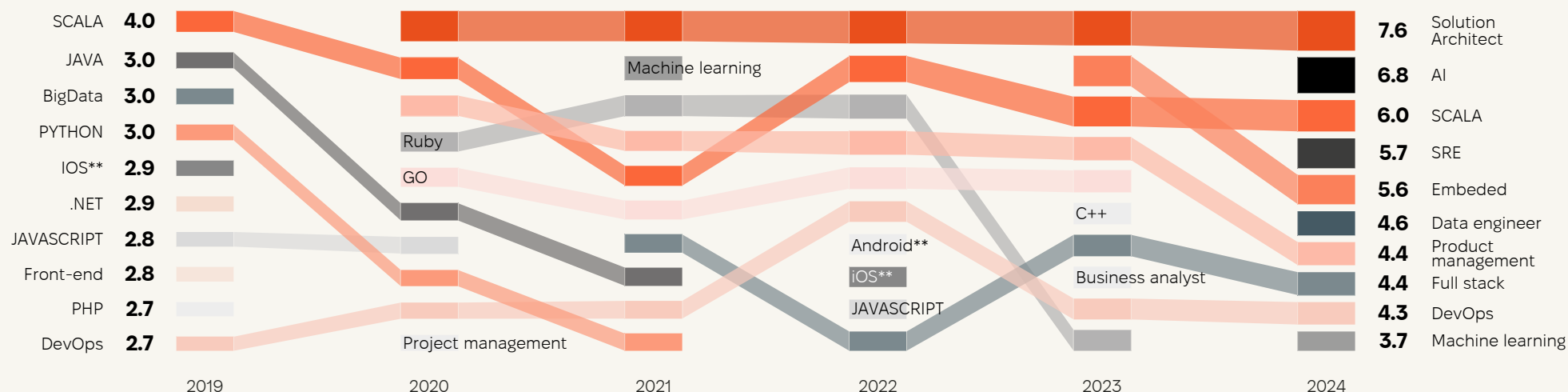
\*\*The number of completed courses is less than the total number of courses completed due to the lack of responses from some IT schools on the number of completed courses by year.

\*\*\*According to the survey, where IT schools provided answers divided into technical and non-technical specialties.

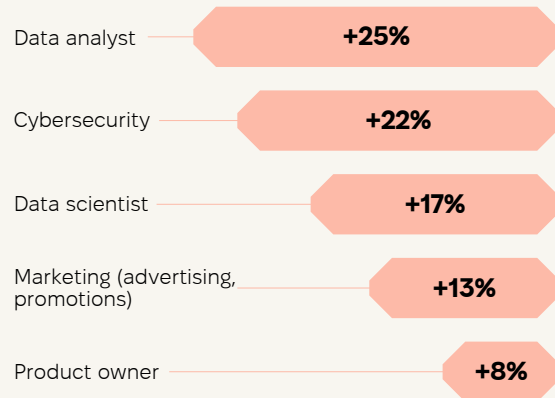
# SALARY TRENDS IN UKRAINIAN IT

Data and analytics  
provided by Korn Ferry

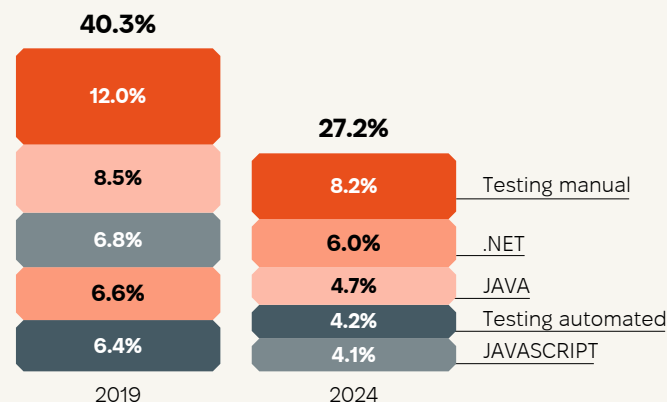
## TOP 10 SPECIALTIES BY MEDIAN\* NET SALARY, USD THOU.



## TOP 5 FASTEST-GROWING SPECIALTIES BY SALARY, CHANGE IN 2024 COMPARED TO 2023, %



## SHARE OF THE MOST COMMON TOP SPECIALTIES AMONG ALL SPECIALTIES, %



## MARKET TRENDS



In most cases, salary growth in IT is linked to **a reduced workforce and talent shortages.**



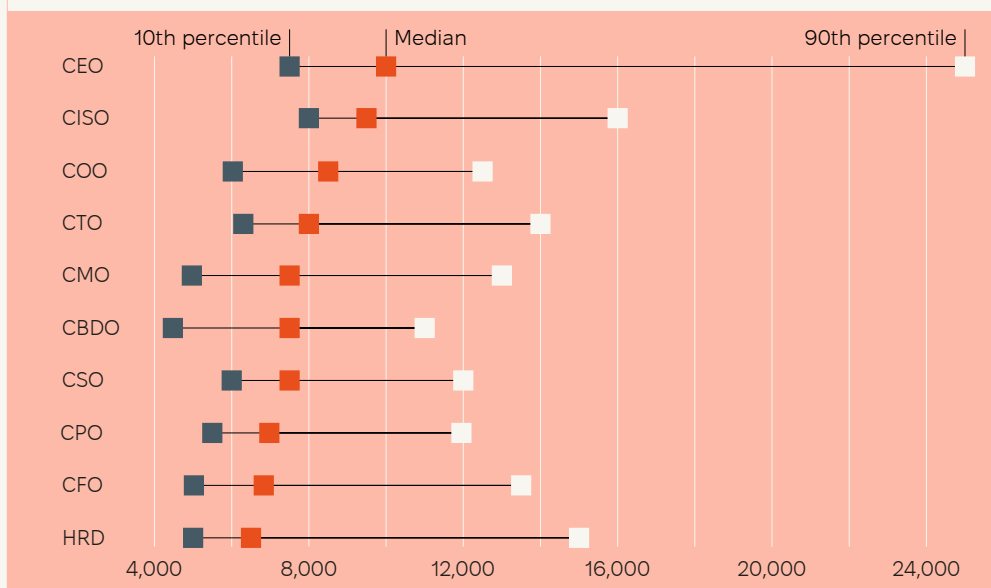
**More and more companies are becoming skill-oriented**, so salary growth depends on the specialist's experience and skills.



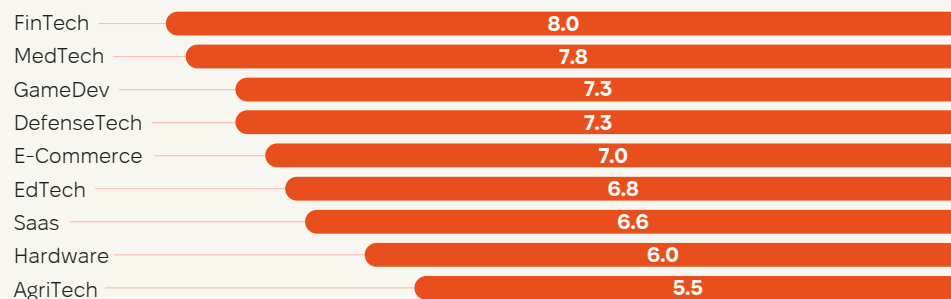
**The fields of cybersecurity and digital marketing are developing rapidly.** However, in digital marketing, bonuses tend to exceed salaries due to the specifics of the compensation structure.

# C-LEVEL SALARIES IN 2024

## SALARIES OF THE TOP 10 C-LEVEL POSITIONS IN UKRAINE'S IT SEGMENT, USD/MONTH



## THE MEDIAN SALARY OF C-LEVEL POSITIONS BY IT MARKET SEGMENTS, USD THOU.



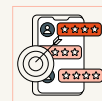
## TOP 5 FACTORS THAT MOST SIGNIFICANTLY INFLUENCE EXECUTIVE SALARIES



**Industry, market, and company size.** Salaries are influenced by industry innovativeness, market maturity, and company scale.



**Position level and function.** Compensation varies based on the business model, function, and the role's impact. For example, a CTO in a DeepTech may earn more than a CSO; CPOs and CMOs often lead in product-driven firms.



**Candidate experience.** Extensive experience, international expertise, and leadership skills enhance a candidate's value.

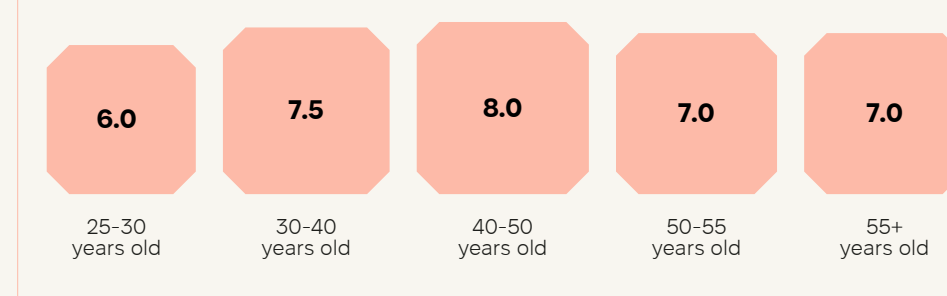


**Company location and work format.** HQ-based executives typically earn more. Hybrid roles with frequent office visits influence compensation, while fully remote setups may lower expectations.



**Compensation structure and elements.** Bonuses, stock options, and long-term incentives significantly impact total pay, often outweighing base salary in competitive markets.

## THE MEDIAN MONTHLY SALARY OF C-LEVEL POSITIONS BY TOP MANAGER AGE GROUPS, USD THOU.



# KEY EXPORT MARKETS FOR UKRAINIAN IT



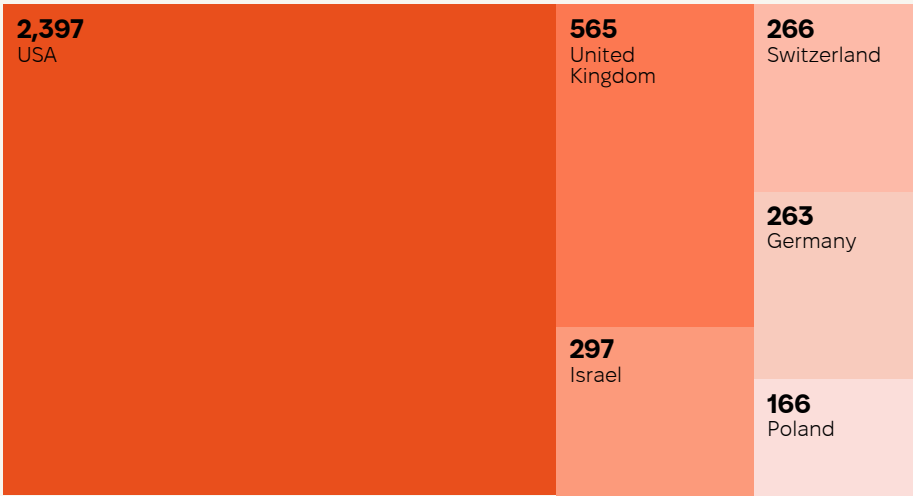
# UKRAINE'S KEY PARTNER COUNTRIES

Ukraine considers the IT sector a priority for economic development, one that has excellent potential. IT services are exported to more than 100 countries, as Ukraine has proven itself to be a reliable partner with well trained specialists. However, most IT services are exported to key partners strategically important for Ukrainian business.

## PRESENCE OF UKRAINIAN IT IN 6 KEY MARKETS

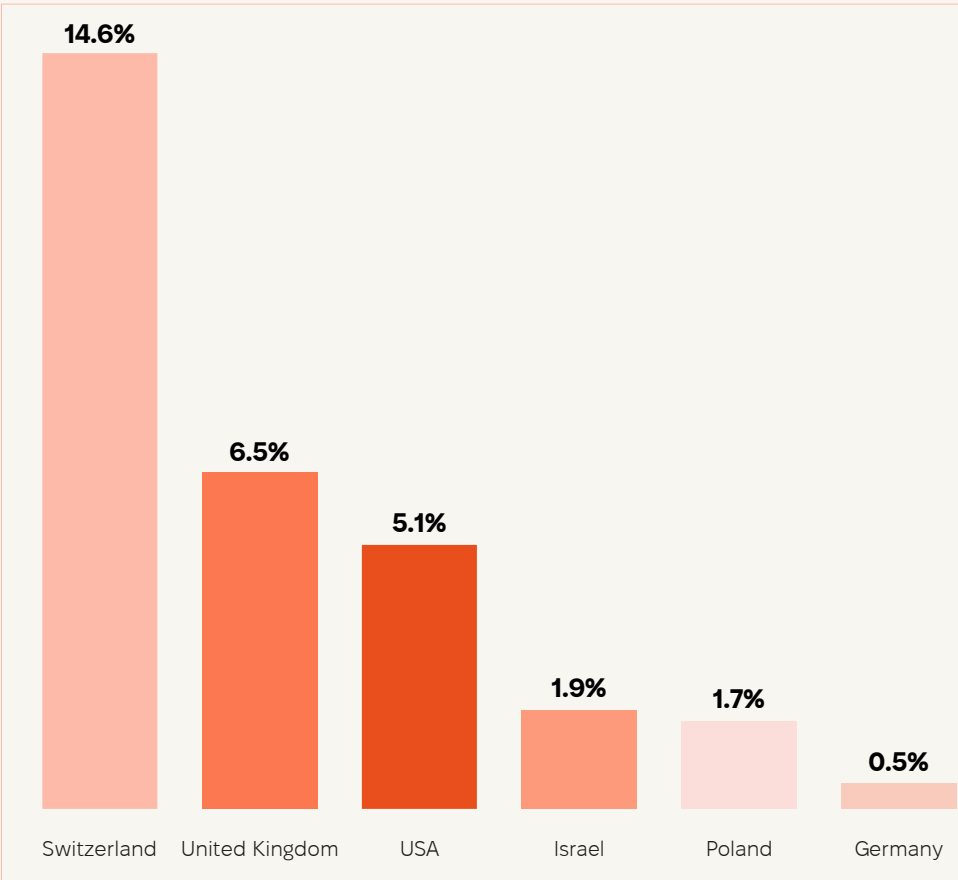
We have identified several key countries prioritized for cooperation in the IT sector. We have selected six countries for a more detailed analysis of activities of Ukrainian IT companies in these markets based on the volume of exports to each.

## TOP 6 COUNTRIES FOR IMPORTS OF UKRAINIAN IT SERVICES, IN 2024, USD MLN



In our research, we present the primary international partners of Ukraine. Although Malta and Cyprus are among Ukraine's six largest IT services export partners, they were not included in the list of key partners. These countries are often used only as intermediate financial and corporate hubs for transactions.

## UKRAINE'S SHARE IN IMPORTS IT SERVICES IN 6 SELECTED COUNTRIES, IN 2023, %





# MARKET PROSPECTS

## THE UKRAINIAN IT INDUSTRY STRENGTHENS COOPERATION WITH KEY MARKETS



**Maria Shevchuk**, Executive Director, IT Ukraine Association

The Ukrainian IT industry is deepening its cooperation with key markets: the United States, the United Kingdom, Germany, Israel, Switzerland, and Poland. Why have these countries become strategic partners for Ukrainian IT? The answer is simple. They are technologically advanced markets seeking the best solutions for their businesses — and they have found them in Ukraine.



### UNITED STATES

- **High demand for top-quality IT services.** The U.S. market values highly skilled developers, and Ukraine delivers high-quality solutions. This has led to Ukrainians gaining extensive experience working with American clients and a deep understanding of their needs and business culture.
- **Innovation-driven approach.** U.S. companies prioritize rapid innovation, and Ukrainian IT teams have earned a reputation as generators of unconventional solutions.



### UNITED KINGDOM

- **Thriving FinTech industry.** Ukrainian companies have long specialized in developing FinTech solutions that meet the UK's strict regulatory standards.
- **Consistent demand for IT services.** The UK is actively advancing digital transformation, while Ukraine offers high-quality solutions at competitive prices.



### GERMANY

- **Focus on industrial innovation.** German industries are actively integrating automation, IoT, and machine learning, areas where Ukrainian developers bring strong expertise.
- **Quality as the foundation of collaboration.** Ukrainian IT companies uphold high standards of responsibility and attention to detail, aligning perfectly with Germany's precision-driven approach.



### ISRAEL

- **Need for rapid scaling.** Israel's dynamic startup ecosystem leverages Ukrainian expertise for fast growth and MVP development.
- **Technical excellence.** Ukrainian companies have strong competencies in key areas for the Israeli market, including cybersecurity, artificial intelligence (AI), and HealthTech.



### SWITZERLAND

- **Commitment to security and stability.** Ukrainian teams successfully develop solutions in FinTech, cybersecurity, and HealthTech, meeting the highest industry standards.
- **Value of innovation.** Switzerland actively fosters partnerships with nations driving technological breakthroughs, and Ukrainian IT companies deliver precisely such solutions.



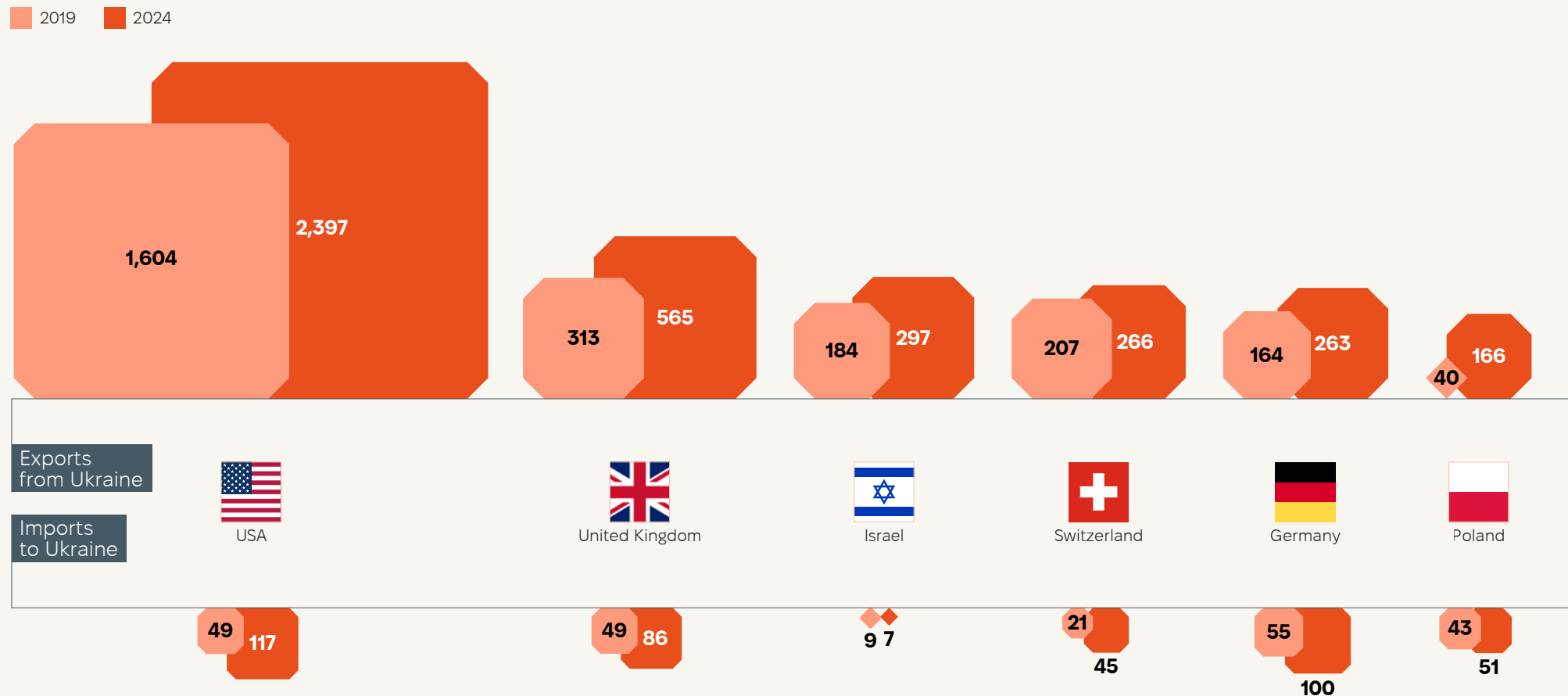
### POLAND

- **Strong economic ties.** Poland is a major importer of Ukrainian IT services, particularly in e-commerce, logistics, and cloud technologies.
- **Collaboration in European initiatives.** Ukrainian and Polish companies work closely on joint international projects, strengthening cross-border cooperation.

# IT SERVICES WITH TOP 6 PARTNERS

Ukraine maintains stable computer service exports to major trading partners, significantly surpassing imports. There has been a slight decline in exports in recent years. The trends from 2019 to 2024 indicate, however, **the global market's consistent demand for Ukrainian IT services**.

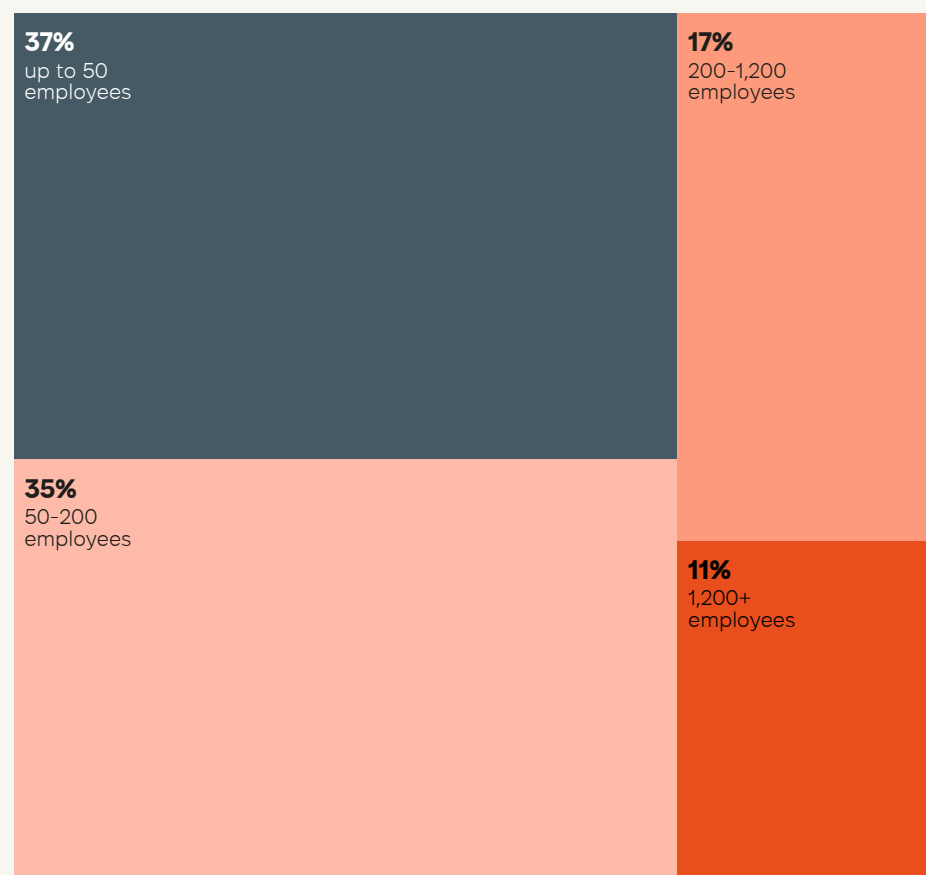
## EXPORTS AND IMPORTS OF COMPUTER SERVICES, BY COUNTRIES, USD MLN



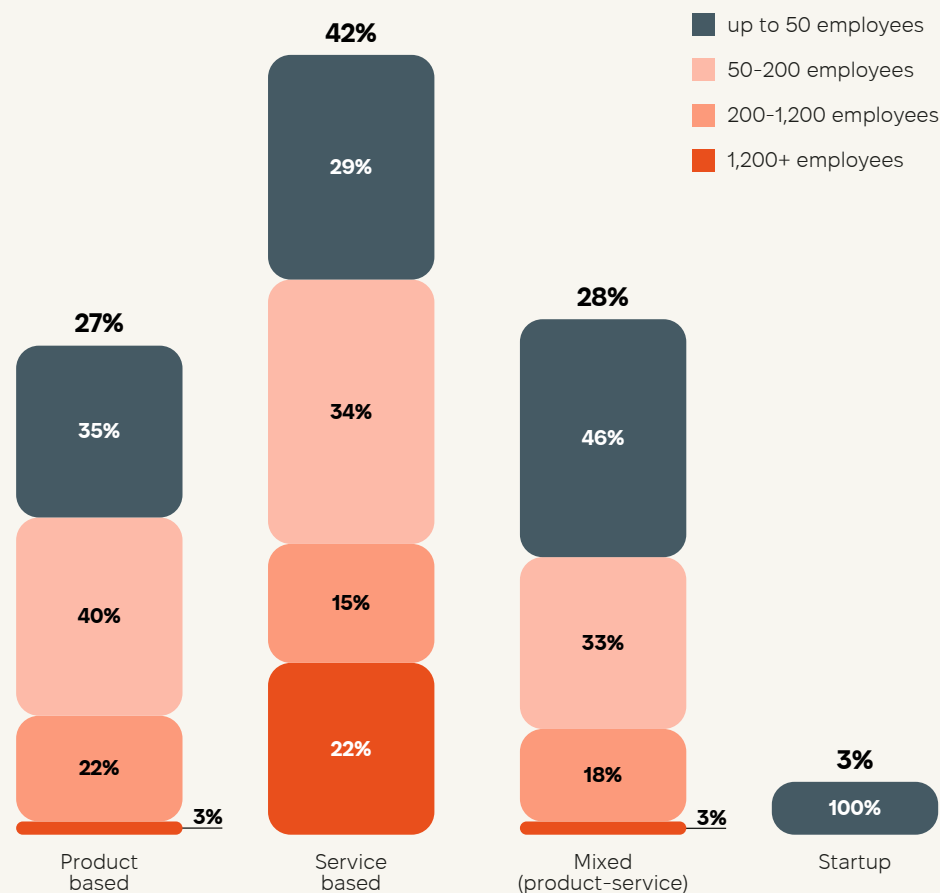
# PROFILE OF UKRAINIAN IT COMPANIES

To better understand how Ukrainian IT companies operate in selected key markets, **we conducted a survey\* of Ukrainian IT companies** with interesting results. We received responses from companies of various sizes and business profiles, allowing us to analyze the penetration of Ukrainian companies in foreign markets more accurately.

## UKRAINIAN IT COMPANIES BY NUMBER OF EMPLOYEES, %



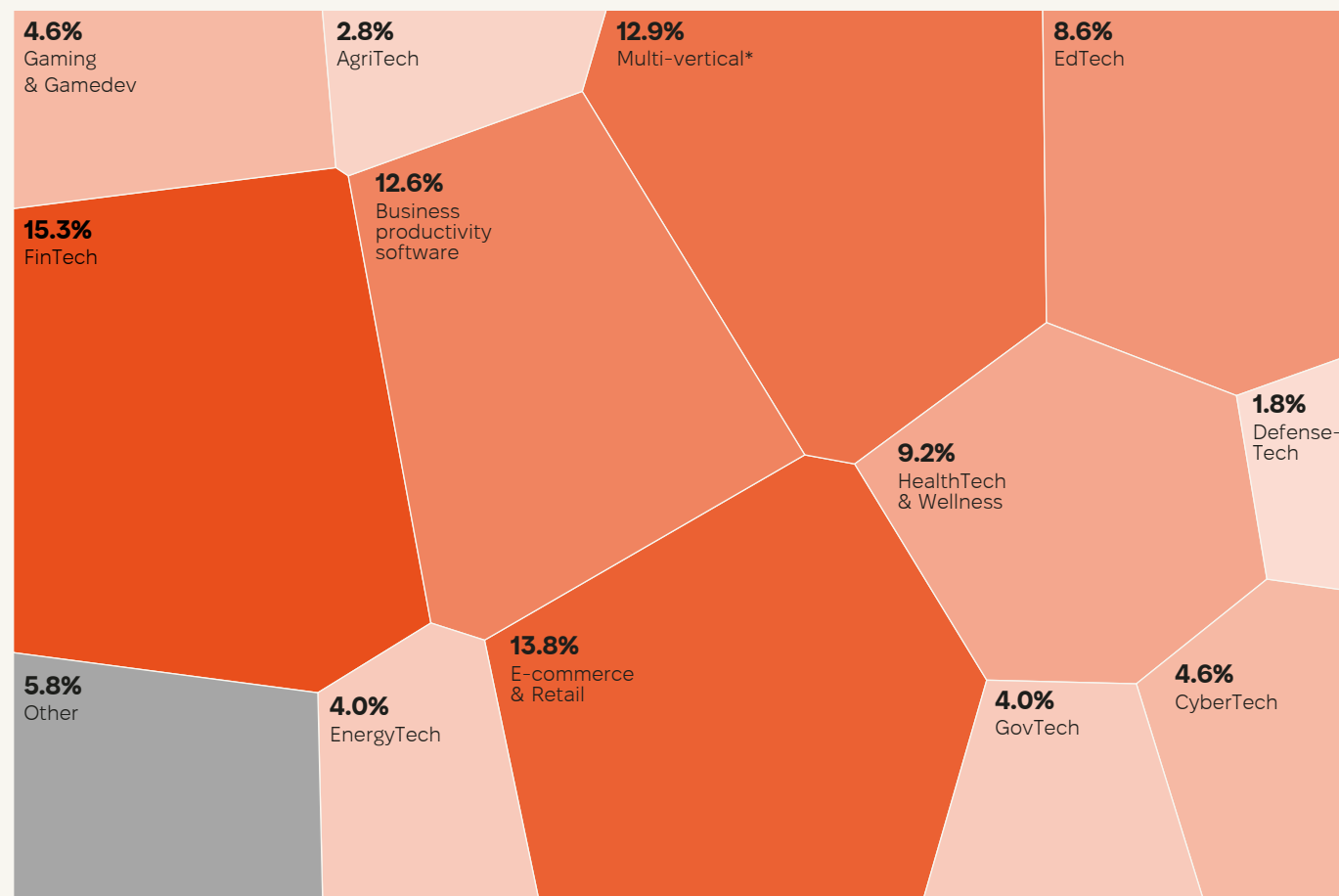
## UKRAINIAN IT COMPANIES BY TYPE AND NUMBER OF EMPLOYEES, %



# IT COMPANIES BY SEGMENTS

**Ukrainian IT companies have expertise in all areas**, from finance and E-commerce to defense technology, private intelligence, and GovTech. This wide knowledge base allows them to solve various issues for any company. For this reason, Ukrainian IT companies are valuable partners with unique experience that meets any needs.

## UKRAINIAN IT COMPANIES BY SEGMENT



## TOP GLOBAL ISSUES THAT UKRAINIAN PRODUCTS AND SERVICES HELP SOLVE



Economy and finance



Education



Healthcare



Security and defense



Development of cities, communities, and infrastructure



Resource provision



Climate change and sustainable development



Inclusion and equality

# CLIENTS OF UKRAINIAN IT COMPANIES

Ukrainian tech companies are actively represented in the international market. Millions of consumers use their products, and thousands of companies order their services. **Over 80% of Ukrainian IT companies have clients in at least one key export markets.**



USA



**62.6%**  
of Ukrainian IT companies  
have clients in the USA

## TOP CLIENTS FROM THE USA



UNITED KINGDOM

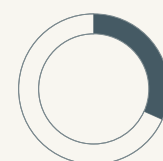


**41.0%**  
of Ukrainian IT companies  
have clients in the UK

## TOP CLIENTS FROM THE UK



POLAND



**31.7%**  
of Ukrainian IT companies  
have clients in Poland

## TOP CLIENTS FROM POLAND



# CLIENTS OF UKRAINIAN IT COMPANIES

Ukrainian tech companies are actively represented in the international market. Millions of consumers use their products, and thousands of companies order their services. **Over 80% of Ukrainian IT companies have clients in at least one key export markets.**



## GERMANY



41.7%

of Ukrainian IT companies  
have clients in Germany

### TOP CLIENTS FROM GERMANY



**BOSCH**

**Postbank**



Deutsche Bank



PORSCHE



adidas



Henkel



BAYER

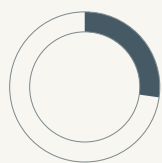


STADA

**SIEMENS**



## ISRAEL



27.3%

of Ukrainian IT companies  
have clients in Israel

### TOP CLIENTS FROM ISRAEL

INFINIDAT

eToro



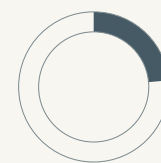
ZIM



NATIONAL TRANSPORT INFRASTRUCTURE COMPANY LTD



## SWITZERLAND



23.7%

of Ukrainian IT companies  
have clients in Switzerland

### TOP CLIENTS FROM SWITZERLAND



UBS

**SKF**

Threema.

**ABB**

Ringier



# intellias

Intellias is a global tech partner that creates lasting value for businesses, people, and society. With over 23 years of experience, we help clients thrive in a digital-first world, solving business challenges at any scale.

## KEY SERVICES

We specialize in digital consulting and product engineering, delivering end-to-end solutions that leverage data, AI, cloud, IoT, and automation to drive innovation. Through digital consulting, experience design, and award-winning project management, we go beyond the now to shape what's next.

## AREAS OF SPECIALIZATION



**E-mail:**  
info@intellias.com

**Website:**  
intellias.com

More info:



**3 000**  
experts



**15**  
delivery centers



**150**  
active clients globally



**96%**  
client satisfaction rate

## COMPANY VALUE

We treat our clients and colleagues as partners, committed to teamwork and synergy in our actions. We act with empathy and reach our goals through an understanding of context and each other's motivations. That's how we succeed together.



## SIGMA SOFTWARE GROUP

The company delivers solutions and services to enterprises and startups worldwide. Sigma Software is a dynamic tech ecosystem that includes a venture arm, a university, a line of 25+ innovative products, and companies with strong expertise in blockchain and Web 3.0. It creates solutions that help clients reach their business goals. Ranked in IAOP's Top 100 Outsourcing list since 2016.

## OUR EXPERTISE

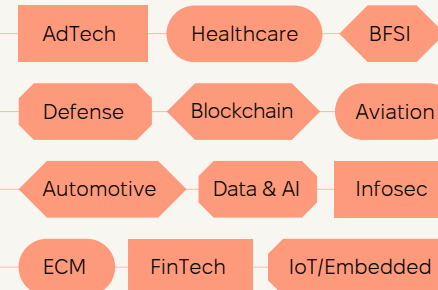
Premium-quality  
IT services

Strong expert teams

Deep domain  
knowledge



## AREAS OF SPECIALIZATION



**E-mail:**  
info@sigma.software

**Website:**  
sigma.software

More info:



**23**  
years of experience



**2 000+**  
employees



**40+**  
tech solutions



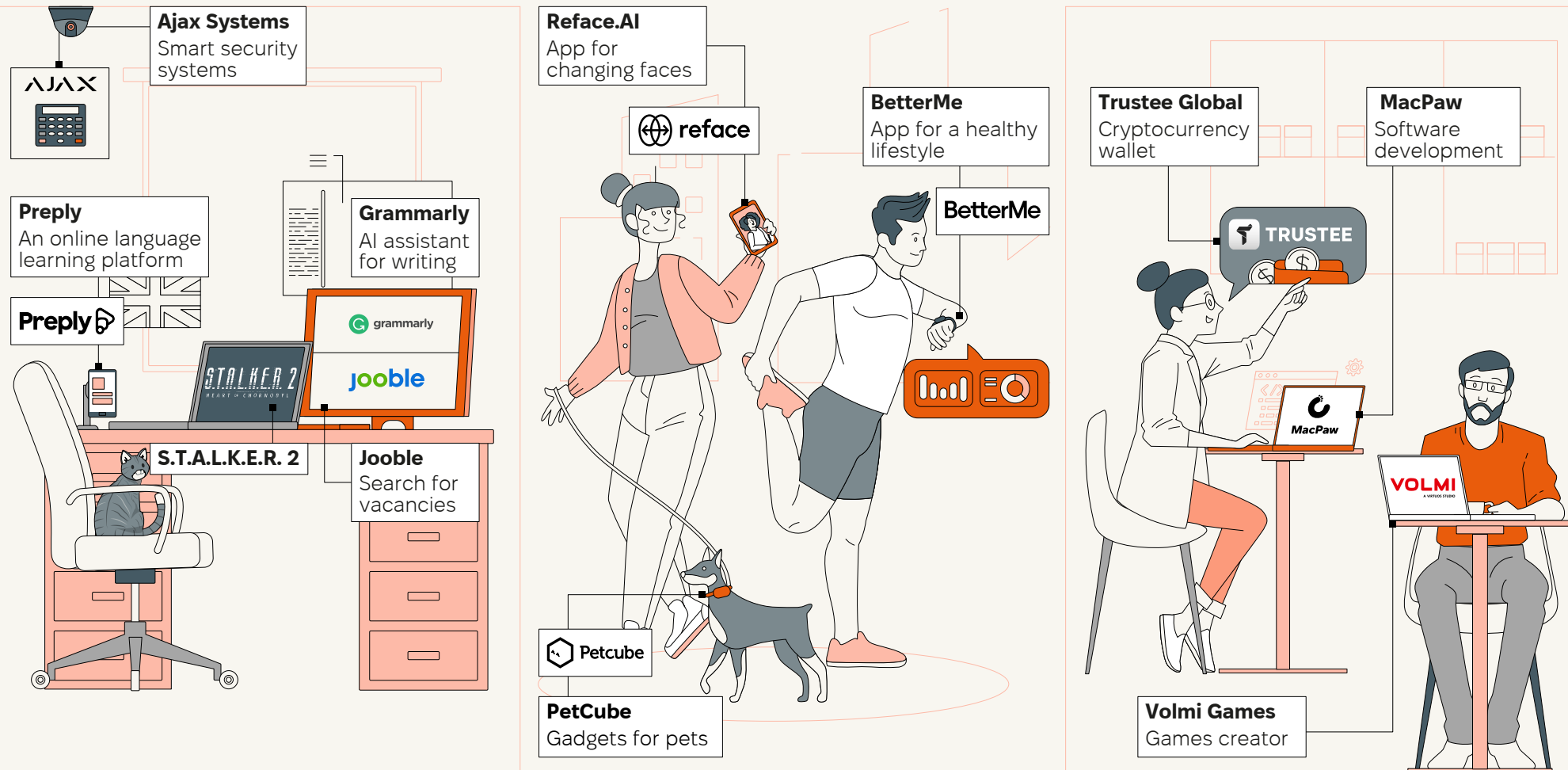
**25+**  
innovative products

## COMPANY VALUE

Sigma Software builds long-term partnerships, helping clients make smarter businesses, adopt new technologies and stay competitive. Customers trust them for fast response, technical expertise, and ability to tackle challenges. Forbes Ukraine included the company in the best employers list.

# UKRAINIAN IT BRANDS IN PERSONAL LIFE

Individuals worldwide use the products of Ukrainian IT companies. The research highlights several notable sector representatives, many of whom are familiar to the public. However, this list is not exhaustive\*, as Ukrainian firms develop numerous valuable products and services.



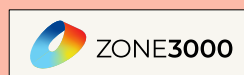


# UKRAINIAN IT BRANDS IN BUSINESS

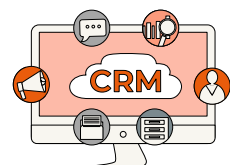
Businesses worldwide use the products of Ukrainian IT companies. The research highlights several notable sector representatives, many of whom are familiar to the public. However, this list is not exhaustive\*, as Ukrainian firms develop numerous valuable products and services.

## SERVICE COMPANIES

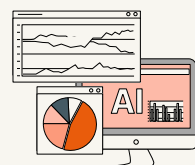
Leading Ukrainian players in the IT outsourcing market and software developers that create technological solutions for global markets. They specialize in fintech, automotive, e-commerce, cybersecurity, and other areas, providing a complete development cycle for international companies.



## PRODUCT COMPANIES



**Creatio**  
CRM system



**people.ai**  
AI analytics  
for sales



**Reply**  
Sales and  
marketing  
automation



**GitLab**  
Platform for  
DevOps



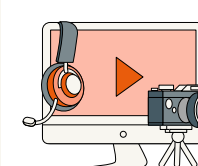
**SOC  
PRIME**  
Platform for  
cyber defense



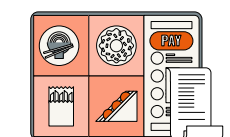
**AiSDR**  
AI solutions for  
cybersecurity



**ahrefs**  
SEO analytics and  
website research



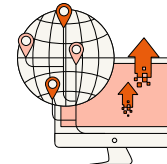
**Restream**  
Multistreaming to  
different platforms



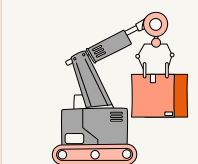
**Choice**  
Digital menus  
and payment



**respeecher**  
AI technologies  
for voice change



**CARGO FY**  
Logistics platform



**DEUS ROBOTICS**  
Solutions for  
warehouses



# SQUAD

# SQUAD

SQUAD is a research and delivery center working on the latest smart home security and IoT products. Backed by top-notch expertise and excellent R&D opportunities, SQUAD stands out as one of Ukraine's leading companies in IT and tech. Our modern labs, equipped with cutting-edge optical tools, provide an inspiring space for innovation and experimentation.



## 8

years of experience



## 700+

employees



## 400+

completed projects



## 20+

delivered AI-based features



## 40+

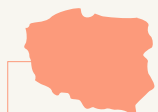
launched devices



## 100+

app releases

## OPERATING IN COUNTRIES



Poland



Cyprus



Romania

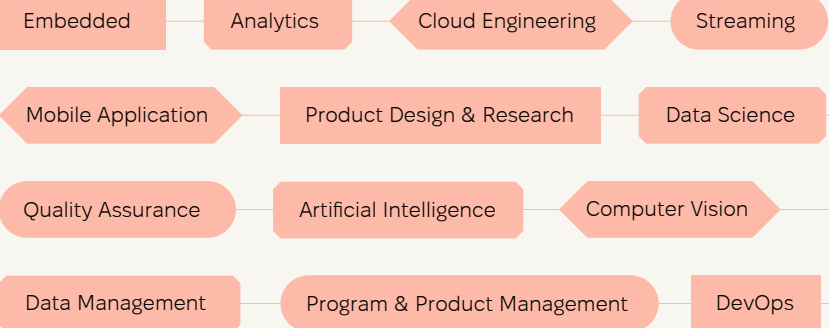


Ukraine



Czech Republic

## OUR EXPERTISE



**Liubomyr Vasyliiev**  
Chief Operating Officer



LinkedIn



**Yuriy Katkov**  
Chief Executive Officer



LinkedIn

**E-mail:**  
info@squad.tech

**Website:**  
squad.tech

About the company





# EPAM SYSTEMS

Since 1993, EPAM Systems, Inc. has used its software engineering expertise to become a leading global provider of digital engineering, cloud and AI-enabled transformation services, and a leading business and experience consulting partner for global enterprises and ambitious startups.



## 340+

Forbes Global 2000 Customers



## 55

Countries & Regions



## \$4.728

Billion Revenue (2024)



## 61 200

Total EPAMers

We leverage AI and GenAI to deliver transformative solutions that accelerate our clients' digital innovation and enhance their competitive edge. Through platforms like EPAM AI/RUN™ and initiatives like DIALX Lab, we integrate advanced AI technologies into tailored business strategies, driving significant industry impact and fostering continuous innovation.

More info:



**Website:**  
epam.com

## EPAM RESPONSE PROGRAM

Since the war began, EPAM has committed \$100 million to support its Ukrainian team, their families, and the wider Ukrainian community. This comprehensive support includes:

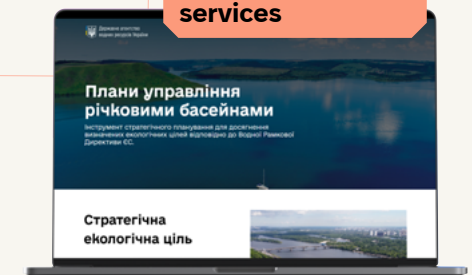


**Support for educational initiatives and assistance for veterans** adapting to daily workflows



**Providing humanitarian and medical assistance** to Ukrainians

**Assistance to the state with digital transformation services**

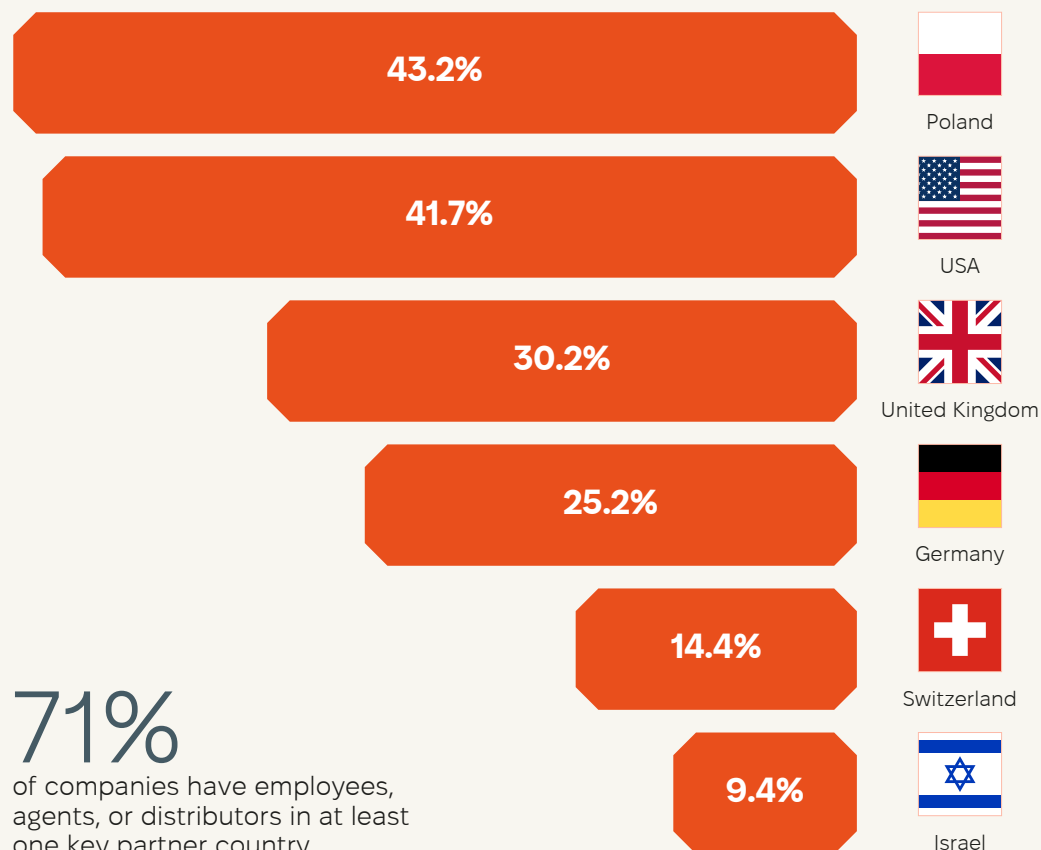


**We stand with Ukraine!**

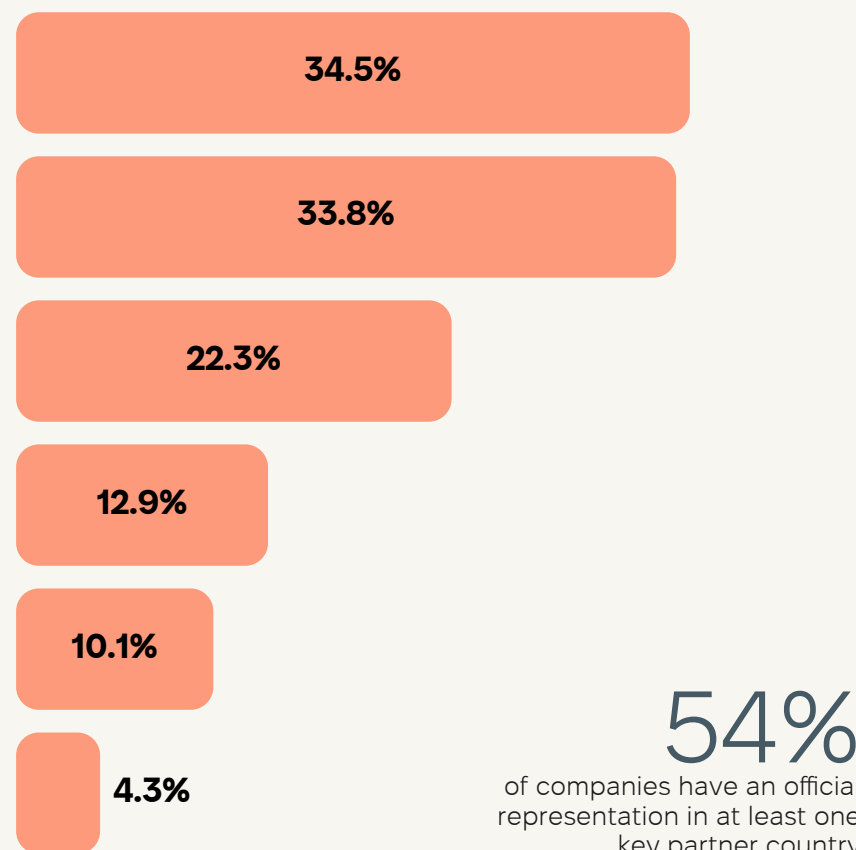
# UKRAINIAN IT COMPANIES IN KEY MARKETS

Ukrainian IT companies successfully work with clients in other countries, demonstrating their competitiveness in international markets. At the same time, some IT companies have gone further by opening their own representative offices abroad, underscoring their global development.

## SHARE OF UKRAINIAN IT COMPANIES THAT HAVE EMPLOYEES, AGENTS, OR DISTRIBUTORS IN SELECTED COUNTRIES, %



## SHARE OF UKRAINIAN IT COMPANIES WITH OFFICIAL REPRESENTATION (OFFICE OR BRANCH) IN SELECTED COUNTRIES, %



# THE VALUE OF UKRAINIAN IT

## BRITISH EMBASSY KYIV



**Jasmine Bourne,**  
Head of Good  
Governance Fund  
Ukraine, British  
Embassy Kyiv

Through the Good Governance Fund, we provide extensive support to Ukraine's innovation sector, guided by the Ministry of Digital Transformation's WinWin Strategy as a roadmap. This includes directly assisting startups, developing innovation clusters that serve as forums for business dialogue and government engagement, and fostering collaboration between academia and industry, such as the launch of KAI Science Park.

Ukrainian IT's strengths - resilience, adaptability, and innovation - position its enterprises to excel globally, demonstrating the value of partnership between businesses, the state, and international donors.



## EBURY, ONE OF THE INTERNATIONAL LEADERS IN THE FINTECH SECTOR, A PARTNER OF THE IT UKRAINE ASSOCIATION



**Jakub Makurat,**  
Country Manager Ebury  
for Poland, Czech  
Republic, Slovakia,  
Baltic states

The Polish and Ukrainian fintech and IT sectors are naturally aligned for collaboration due to their complementary strengths. Ukraine boasts world-class software development talent and a rapidly growing IT sector, while Poland provides a well-regulated financial ecosystem with strong EU integration.

Key areas for synergy include:

- Fintech partnerships - Ukrainian IT firms developing cutting-edge financial technologies can use Poland as a testbed for EU market entry.
- Cross-border payment innovations - Leveraging Polish fintech expertise to improve remittances, settlements, and multi-currency transactions.
- Cybersecurity and compliance - Joint efforts in cybersecurity solutions to meet stringent EU financial regulations.

With its deep expertise Polish IT companies can act as a bridge, facilitating smoother labour, ideas and innovations transactions between Ukrainian and Polish firms, allowing both markets to scale more efficiently.

## BETT GLOBAL



**Peter Crook,**  
Head of Key  
Accounts,  
Bett Global

UK and Ukrainian EdTech companies can collaborate on digital inclusion initiatives, AI-powered learning solutions, and hybrid education models. Joint ventures can focus on teacher training, localized content development, and leveraging Ukraine's tech talent to create innovative solutions that address global education challenges.

Supporting Ukraine strengthens global education resilience by fostering innovation in crisis-driven digital learning solutions. Collaboration enables knowledge sharing, technological advancements, and the development of scalable models that can benefit other regions facing educational disruptions.

Ukraine's experience highlights the importance of agility, digital-first strategies, and public-private collaboration in maintaining education during crises. The rapid deployment of online platforms, innovative use of AI, and commitment to accessibility offer valuable insights for building resilient education systems worldwide.

# PARTICIPATION IN SPECIALIZED EVENTS

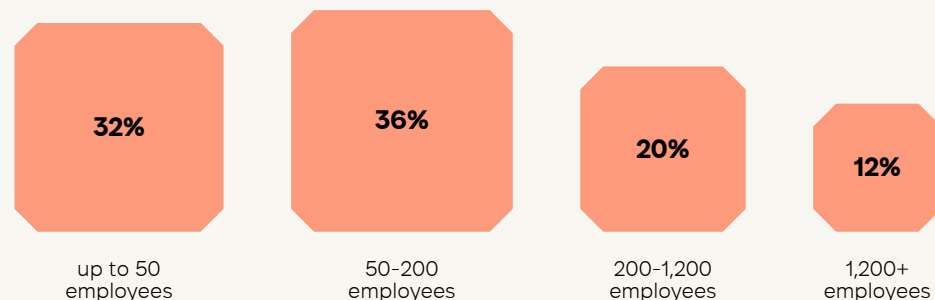
Most Ukrainian IT companies constantly seek new, valuable experiences and contacts. For this reason, they actively participate in specialized events, such as conferences, exhibitions, and other events.



## 58%

of IT companies in Ukraine participate in specialized events (e.g., conferences, exhibitions)

## STRUCTURE OF IT COMPANIES PARTICIPATING IN SPECIALIZED EVENTS, BY COMPANY SIZE



## TOPICS OF EVENTS MOST OFTEN VISITED BY UKRAINIAN IT COMPANIES



## UNIT.City

Partner

**UNIT.City** is Ukraine's first innovation park with the mission to create a unique platform for IT companies throughout the world, where advanced companies, startups, and mavens get an opportunity to cross paths and work together, ramping up their growth and honing the quality of their products and services.

### KEY SERVICES

UNIT.City is a platform that brings together resident companies with the goal of increasing the number of transactions between these companies. Modern business infrastructure, R&D centers, startup acceleration, educational programs, networking events, investment support, smart living, and sustainable urban solutions — all of these foster innovation and IT growth in Ukraine.

## 180+

resident companies, including Samsung, Bolt, DTEK, and Sensorama

## 14

unique educational tracks dedicated to IT and entrepreneurship, today's most relevant disciplines

## 25

programs for training, company development, and effective networking

## AREAS OF SPECIALIZATION

Technology & IT Smart Infrastructure

Business Development

Education & Talent Growth

**E-mail:**  
ecosystem@unit.city

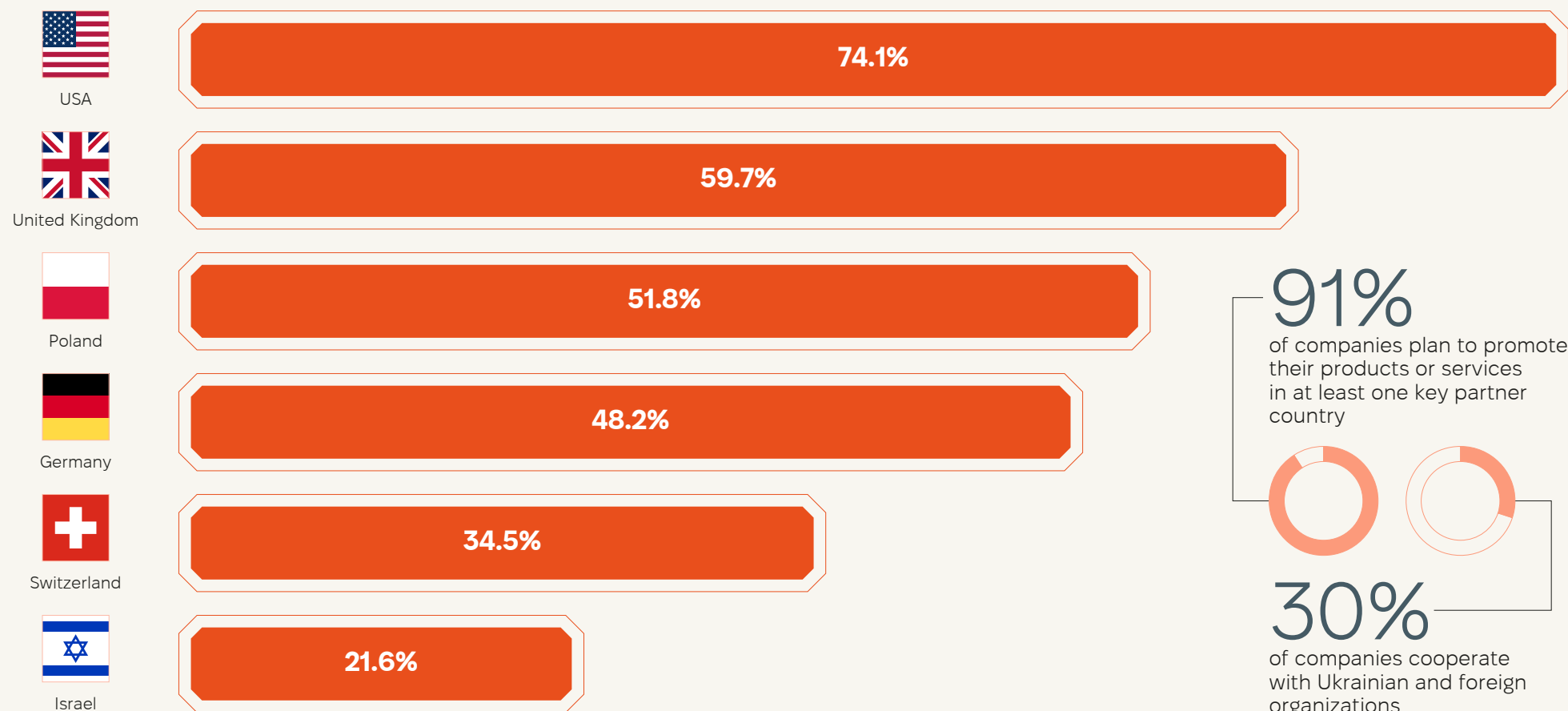
**Website:**  
unit.city



# UKRAINIAN IT GLOBAL GOALS

The growing demand for innovative solutions is generating new opportunities for Ukrainian businesses, which are increasingly aiming to enter international markets, expand their presence, and attract new customers. IT companies are keen to scale their operations and strengthen their position on the global market.

## SHARE OF UKRAINIAN IT COMPANIES PLANNING TO PROMOTE PRODUCTS OR SERVICES IN KEY PARTNER COUNTRIES, %



MEET UKRAINE —  
YOUR NEXT  
INNOVATION  
PARTNER

The background features a series of overlapping, semi-transparent geometric shapes in shades of orange and white. These shapes include horizontal bars, vertical bars, and L-shaped brackets, creating a layered, architectural effect. The overall color palette is a warm, monochromatic orange with white highlights.



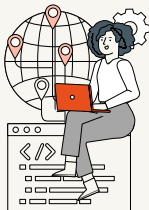
# UKRAINE: PROMISING TECH PARTNER



**Mykhailo Fedorov**, Vice Prime Minister – Minister of Digital Transformation

Ukraine is confidently securing its status as a global digital leader and a high-tech nation. Our goal is to become an IT hub where launching and growing companies is seamless, innovations are integrated into all areas of life, and schools and startups serve as centers of entrepreneurship. And we have everything needed to achieve this.

## 6 KEY REASONS TO WORK WITH UKRAINE



The Ukrainian tech sector consists of thousands of companies and 300,000 highly skilled professionals. Our IT companies collaborate with global Fortune 500 leaders such as Amazon, Apple, IBM, Cisco, Google, FedEx, and MetLife. Ukrainians are behind globally recognized tech products like Grammarly, BetterMe, Preply, and GitLab, and Ukrainian code is embedded in numerous global developments.



We have created Digital State UA. This unified platform consolidates all of Ukraine's GovTech, IT, and Tech initiatives on the international stage. We strive to share our innovative approaches and experience in launching digital products with the world. This is the next step in shaping Ukraine as a leading digital nation that inspires with its technologies and readiness for change.



Every Ukrainian company working with international clients has developed a risk mitigation strategy, particularly in response to the challenges posed by the full-scale war. At the same time, the Ministry of Digital Transformation acts as a back-office for the industry, protecting business interests, launching services for the stable operation of companies, and helping to overcome war-related challenges.



Our key advantage is a powerful ecosystem that combines talented professionals, favorable business conditions, and progressive initiatives. We are developing Diia.City, a unique legal and tax framework for tech companies offering some of the best tax rates in Europe and tools for building and scaling businesses. Startups can receive support from the Innovation Development Fund, while businesses can take advantage of convenient online services in Diia, from the world's fastest sole proprietorship registration to the comprehensive e-Entrepreneur service. We have also launched Ukraine's first tech product on the international market — uResidency.



Today, Ukraine is a place for creating and testing breakthrough technologies, a hub of unique and highly valuable expertise. Collaboration between the global market and Ukraine means working with professionals who do more than just complete technical tasks. They integrate into company goals and help build long-term strategies. We are ready for win-win partnerships with the world.



We launched the global marketplace CodeUA to facilitate matchmaking between Ukrainian IT companies and global businesses seeking reliable vendors for technological projects.



# UKRAINE'S IT GLOBALLY: RESILIENT, RISING



**Andrii Sybiha,**  
Minister for Foreign Affairs

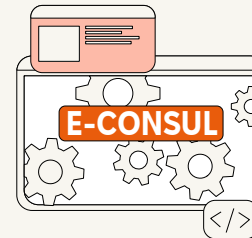
The world is changing rapidly, and Ukraine is actively shaping the digital economy while adapting to current global transformations. Our IT sector embodies resilience, creativity, and talent. Despite Russia's full-scale aggression, Ukraine remains a strong tech hub, proving that innovation and progress persist even in wartime.



Our notable achievements that we take pride in include establishing tech bridges with the UK and Switzerland, signing the Comprehensive Economic Partnership Agreement (CEPA) with the UAE, launching national pavilions and stands at major IT forums, and facilitating B2B and B2G meetings with partners in Australia, Canada, Germany, the US, and many other countries.



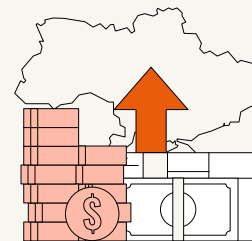
The Ukrainian IT industry is thriving, driving technological advancements across key sectors, including govtech AI, business productivity, education, and fintech. Expanding the presence of Ukrainian IT companies on international markets is one of our top priorities. The MFA of Ukraine is committed to securing global recognition for the Ukrainian tech industry.



The MFA of Ukraine is actively integrating digital solutions into consular services, both by creating new digital tools and improving those already in place making them even more efficient. In particular, through the e-Consul information and communication system we aim to fully digitalise consular services in the nearest future.



We assist businesses in finding new partners and participating in major industry events worldwide. In 2024, Ukrainian diplomats facilitated the establishment of representations of Ukrainian IT sector in Canada, the EU, Norway, Qatar, Singapore, the UAE, the UK, and the US. This geography will continue to expand.



Today, Ukraine is defending its sovereignty while simultaneously emerging as a global tech leader. We invite international partners to invest in Ukrainian IT and encourage Ukrainian entrepreneurs to think ambitiously. The world awaits your innovations, and the MFA of Ukraine stands ready to support you along the way.

# UKRAINIAN GLOBAL INNOVATION STRATEGY 2030 (WINWIN)

The Ukrainian Global Innovation Strategy 2030 WINWIN is a state policy to strengthen the nation's innovation ecosystem. It outlines key areas and specific actions to create favorable conditions for businesses, startups, researchers, investors, and international partners in the field of innovation. The strategy aims to foster economic development and support Ukraine's transformation by creating conditions for innovative products and services to emerge.

## KEY GOALS AND OBJECTIVES OF DIGITAL DEVELOPMENT



**Security.** By leveraging innovation to enhance defense, Ukraine is evolving into a global security hub.



**Politics.** Establishing leadership in the region through technological exports.



**Digitalization.** Advancing the digital economy and anti-corruption services.



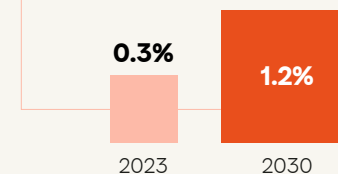
**Economy.** Encouraging private initiatives, deregulation, and the commercialization of science.



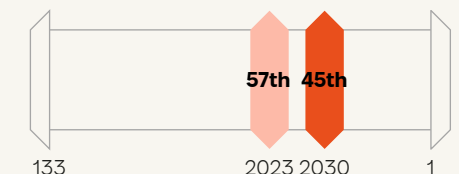
**Society.** Promoting equality, ensuring barrier-free accessibility, and enhancing quality of life.

## PLANS TO ACCOMPLISH SEVERAL KEY OBJECTIVES

Share of R&D expenditures in GDP



Rank in the Global Innovation Index



Labor productivity through innovation

25%

2023

35%

2030

## INNOVATION PRIORITIES

Opening markets to innovation sectors and enhancing international cooperation

Supporting innovation infrastructure

Developing human capital and intellectual property protection

Establishing **WINWIN CoE (Centers of Excellence)** for each sector

Strengthening intellectual property protection

Creating inclusive innovations

Deregulating and providing easier access to financing

## PRIORITY SECTORS FOR INNOVATION



DefenseTech



XR



AUV



BioTech



MedTech



SpaceTech



EdTech



AI



GreenTech



AgroTech



Secure Cyber Space



Fluid Economy



GovTech



Semi-conductors

To learn more about the Ukrainian Global Innovation Strategy, visit the website:

[winwin.gov.ua/en](http://winwin.gov.ua/en)



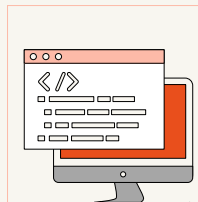
# DIGITAL STATE UA: UKRAINE'S VOICE IN THE GLOBAL TECH ARENA

Scheduled to launch this year, **Digital State UA is a news portal that showcases Ukraine's GovTech, technology, and IT innovations to the world.** It highlights how technology, resilience, and digital transformation are shaping Ukraine's future — even in times of challenges. As a one-stop shop for digital Ukraine, the portal connects government initiatives, private sector innovations, and global partners. Whether you seek investment, collaboration, or insights, Digital State UA is your gateway to Ukraine's thriving tech ecosystem.

## DIGITAL STATE UA PORTAL UNITES KEY INITIATIVES IN THE UKRAINIAN TECHNOLOGY SECTOR



**GovTech.** Ukraine's Diia ecosystem offers a comprehensive suite of digital services, ensuring seamless access to documents, business support, and public services. Even in wartime, Ukraine proves that a truly digital state can function securely and efficiently.



**IT.** Ukrainian IT professionals go beyond outsourcing. They deliver comprehensive, high-impact solutions. With Diia.City and uResidency, Ukraine provides a world-class tech ecosystem, merging top-tier expertise with business-friendly conditions to foster innovation.



**Technology.** In the face of wartime challenges, Ukraine is pioneering cutting-edge security and defense technologies. From AI-powered drones to next-generation defense systems, Ukraine is not just defending itself — it's reshaping the future of modern warfare and global security.

## KEY OBJECTIVES OF DIGITAL STATE UA

Attracting investment in Ukraine's digital economy, GovTech, and IT sector

Sharing Ukraine's expertise in digitalization, e-governance, and resilience

Positioning Ukraine as a global leader in GovTech and digital transformation

Creating a one-stop shop for international stakeholders to access Ukraine's digital products, services, and success stories

Expanding international cooperation by connecting partners, investors, and innovators

The official launch is scheduled for 2025

To learn more about the Digital State UA, visit the website:



[digitalstate.gov.ua](https://digitalstate.gov.ua)

# DIIA.CITY: A VIRTUAL FREE ECONOMIC ZONE FOR TECH COMPANIES

Diia.City is a virtual free economic zone created to stimulate the development of tech companies, attract investment, scale up Ukrainian startups, and simplify business procedures. Favorable conditions, high human capital, and technological potential make Ukraine attractive to foreign companies, especially in DefenseTech.

## MAIN FACTS ABOUT DIIA.CITY

1,600+

residents as of March, 2025

100,000+

specialists work in Diia.City resident companies as of March, 2025

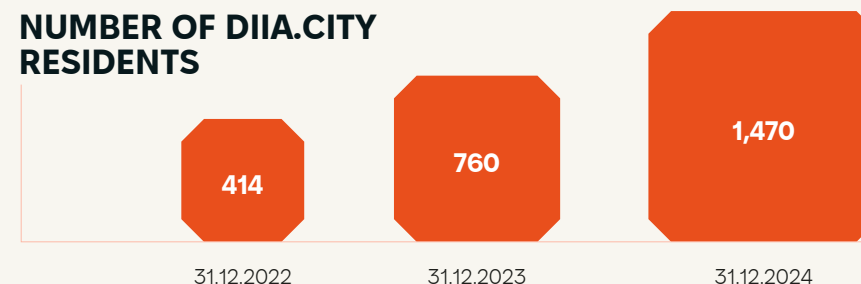
70%

of IT companies in Ukraine are Diia.City residents (including Visa, Rakuten Viber, Samsung, Globallogic, Capgemini)

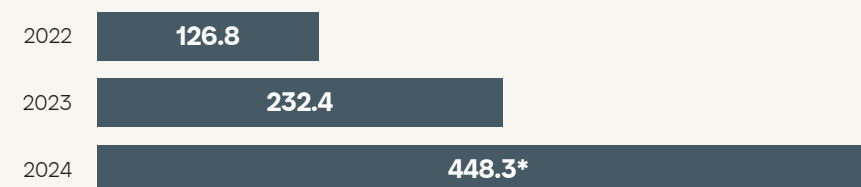
## MAIN BENEFITS OF DIIA.CITY FOR IT COMPANIES

- Low taxes**  
Diia.City offers some of the lowest taxes in Europe
- Flexible forms of employment**  
Diia.City offers 3 formats of cooperation: employment contracts, gig contracts, and individual entrepreneurship
- Common law implementation**  
As part of Diia.City aspects of Common law have been exclusively implemented into Ukrainian law, including commonly used capital raising instruments in the venture capital: convertible loans, warranties & indemnities, options & ESOPs, liquidation preferences, and liquidated damages.

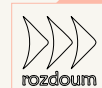
## NUMBER OF DIIA.CITY RESIDENTS



## TAXES PAID BY DIIA.CITY RESIDENT COMPANIES, USD MLN



## DIIA.CITY'S MAIN ACHIEVEMENTS



Diia.City's first deal was an M&A transaction, where Adaptavist acquired the Ukrainian company Rozdoun.



SET Cyber Labs became the first startup to enter Ukraine through Diia.City the first American technology R&D project to cooperate with a university in Ukraine since the beginning of the war.



EdTech startup GoIT has raised at least \$15 million in investments from Horizon Capital for IT education to develop.



All of the largest investment deals in 2023-2024 involved Diia.City residents (GoIT, Preply, Viseven, DVL, etc.).

# HOW UKRAINIAN IT AND THE USA CONNECT



## BILATERAL PARTNERSHIPS

The United States and Ukraine are **strategic partners** in IT business development, digital transformation, and cybersecurity, with a strong focus on defense technologies and supporting Ukraine's startup ecosystem.

In 2024, Ukraine joined U.S. programs for security and defense innovation, collaborating with American companies on **unmanned systems, AI, and cybersecurity**. Government cooperation also extends to joint research, technology exchange, and projects driving innovation.

The Government of Ukraine and the leading global technology company Nasdaq have signed a Memorandum to strengthen the Ukrainian economy and capital market.



## ORGANIZATIONS AS CLOSE ALLIES



The Governor's Office of Business and Economic Development, or **GO-Biz**, serves as the State of California's leader for job growth, economic development, and business assistance efforts in the world's fifth largest economy.



**Google for Startups** provides resources, mentorship, and networking opportunities to help IT businesses and startups grow and scale globally.



**Digital business network alliance** is a global network dedicated to fostering collaboration and innovation in the technology sector by connecting businesses, investors, and industry experts.



## BUSINESS COOPERATION IN 2024

Ukrainian IT companies actively collaborate with leading American corporations. Among the partners of Ukrainian developers are giants such as Amazon, Apple, IBM, Cisco, Google, and FedEx. This demonstrates a high level of trust and recognition of the quality of Ukrainian IT services in the U.S. market.



**DroneUA** is an international system integrator of unmanned solutions from Ukraine. They signed its largest contract with the US government in 2024 – the third contract in a year.



In 2024, an application from Ukrainian developers for pet owners, **Bubibo**, was launched in the USA, Mexico, and Canada.



Ukrainian startup **Aspichi** has partnered with American medical organization Rocky Mountain Care to improve patients' mental health using VR technology.



Ukrainian IT company **Intellias** has acquired 100% of the shares of the American company C2 Solutions, which operates in digital medicine and tech development for medical equipment.

# HOW UKRAINIAN IT AND THE USA CONNECT



## MEET US GLOBALLY



**CES**  
One of the world's largest tech events showcasing innovations and trends in Las Vegas.






**World Ag Expo 2025**  
One of the largest agricultural trade shows featuring farming tech and solutions.







**The America Digital Congress**  
Top Latin American event on digital transformation, fintech, and AI.






**Money 20/20**  
Leading fintech conference covering payments, banking, and digital finance.





**TechCrunch Disrupt**  
A major startup event with innovations, expert panels, and a Startup Battlefield.





**Startup Grind Global**  
Top conference connecting entrepreneurs, investors, and industry leaders.





**RSA Conference**  
A premier cybersecurity event addressing threats, tech, and best practices.





**SXSW (South by Southwest)**  
A global festival on tech, film, music, and culture with exhibitions and discussions.





**Andy Hunder**, President of the American Chamber of Commerce in Ukraine

AmCham Ukraine is proud to deliver the voice of best-in-class IT companies on the ground, endorsing Ukraine as a leader in the global tech landscape. With its unmatched talent and innovation, Ukraine's IT sector is a driving force for economic recovery, technological advancement, and global competitiveness. We continue to work with the government and partners to further develop the IT ecosystem, fostering growth and unlocking opportunities.

## ITU\* AMBASSADORS IN THE USA



**Dmytro Ovcharenko**,  
Founder & CEO,  
Alcor

E-mail:  
DOvcharenko@alcor-bpo.com



LinkedIn



**Nazar Gulyk**,  
Founder & CEO,  
Empat

E-mail:  
nazar@empat.tech



LinkedIn

**Embassy of  
Ukraine in the  
United States  
of America**





# HOW UKRAINIAN IT AND THE UK CONNECT



## BILATERAL PARTNERSHIPS

Ukraine and the United Kingdom **maintain active and diverse economic cooperation**, including in the field of IT technologies. The UK and Ukraine have signed a Digital Trade Agreement. The Agreement provides a legal framework for the greater development of the digital economy — **from E-commerce to cybersecurity** — and trading in digital products and services between the two countries. The UK and Ukraine have also signed a landmark **100-Year Partnership** aimed at, among other goals, strengthening their positions as leaders in science, technology, and innovation.

A strategic partnership in the IT sector between the UK Government, Ukraine's Ministry of Digital Transformation, and Ukraine's Ministry of Foreign Affairs is taking place within the UK-Ukraine TechBridge platform. We also cooperate within the framework of the trilateral agreement between Ukraine, the United Kingdom, and Estonia.



The UK has supported the **Ukrainian Science.City project** as part of the Digital Development and Innovation Strategy through 2023, as well as sectoral WINWIN strategies structured with the support of the Good Governance Fund's "Innovation Ecosystem" project, financed by UK International Development.

## ORGANIZATIONS AS CLOSE ALLIES



**techUK** is a trade association representing the UK's technology sector, and advocating for digital innovation, policy development, and industry growth. The IT Ukraine Association and techUK have signed a Memorandum of Understanding on joint initiatives. IT Ukraine members can join techUK if they have a legal entity in the UK.



**BCS, The Chartered Institute for IT**, is a global professional body. It promotes high industry standards, provides IT training and certification, and supports ethical innovation. The IT Ukraine Association has experience collaborating with BCS on developing IT professionals to enhance their skills.



## BUSINESS COOPERATION IN 2024



One of the largest IT service companies, **Intellias** has announced the acquisition of NorthLink Digital, a UK-based IT consultancy specializing in financial services and insurance.



The British FinTech giant **Revolut** has launched operations in Ukraine, introducing user identification through the Unified State Web Portal of Electronic Services "Diia".



**Preply** opened an office in London. The EdTech company was founded by Ukrainians and listed among the 100 future unicorns by VivaTech.



# HOW UKRAINIAN IT AND THE UK CONNECT




## MEET US GLOBALLY

 <p><b>London Tech Week</b> A major event celebrating technology, innovation, and digital transformation.</p> 	 <p><b>Bett UK</b> A premier education technology event showcasing innovations and the future of learning.</p> 
 <p><b>Digital Marketing World Forum (DMWF)</b> A global forum on digital marketing trends, strategies, and technologies.</p> 	 <p><b>Fintech Connect</b> A leading event uniting experts, innovators, and investors.</p> 
 <p><b>Tech Show London</b> A premier expo on digital transformation, AI, and cybersecurity.</p> 	 <p><b>TechExpo Global</b> A leading IT and cybersecurity event featuring cutting-edge solutions.</p> 



**Pavlo Kalashnikov**, Trade Development Advisor, British Embassy Kyiv





The UK and Ukraine share a strong and growing partnership. We have seen tangible successes recently, like the TechBridge Investment Accelerator, which helped Ukrainian startups secure over £6m in funding, and a £16m low-carbon innovation fund InnovateUkraine that the UK supports. We remain committed to our partnership with Ukraine, a country with world-class tech solutions across multiple sectors.



**Matt Evans**, Chief Operating Officer, techUK

I have seen first hand the potential of UK and Ukrainian companies to solve real challenges — be that in technology to make energy grids more resilient, in creating digital public services that focus on the citizen's needs or in areas such as robotics. But there is also the opportunity to do much more and now is the time to create the partnerships, networks and ecosystem to power transformation and drive economic growth in both countries.

## ITU\* AMBASSADORS IN THE UNITED KINGDOM

 <p><b>Roman Zomko</b> Co-founder &amp; CEO, Impressit</p> <p>E-mail: <a href="mailto:rzomko@impressit.io">rzomko@impressit.io</a></p>  <p>LinkedIn</p>	 <p><b>Alexandra Govorukha</b> Head of Global Corporate Affairs, Sigma Software Group</p> <p>E-mail: <a href="mailto:alexandra.govorukha@sigma.software">alexandra.govorukha@sigma.software</a></p>  <p>LinkedIn</p>
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**Embassy of Ukraine to the United Kingdom of Great Britain and Northern Ireland**

# UK-UKRAINE TECHBRIDGE

UK-Ukraine TechBridge — a strategic partnership between the UK Government, Ukraine Ministry of Digital Transformation and Ukraine Ministry of Foreign Affairs to forge connections between tech eco-systems.

The TechBridge platform was officially launched on January 15, 2024. For more than 1 year project supports the delivery of new G2G and B2B engagement through events and guidance for businesses and professionals in the UK and Ukraine. In partnership with industry and academia, it drives opportunities across four pillars: **skills, innovation, trade and investment**.

## TechBridge verticals:

- Demining      ■ AgriTech
- Cyber security      ■ AI
- HealthTech      ■ EdTech

## TechBridge partners:

AWS, Deloitte, Oracle, Salesforce, techUK, 1991 Ventures, IT Ukraine Association, Ukrainian Startup Fund, Coax Software, VML, and many more.

## KEY ACTIVITIES AND PROGRAMS

### Education and skills



#### Virtual Learning

Hundreds of Ukrainians received free training from global tech leaders, covering programming, cybersecurity, IT-focused English, and career development: Deloitte, Oracle, Salesforce, Cisco, and Re:Coded. The skills training is still open, and available for all Ukrainians.

### Trade and innovation



#### TechBridge Innovation Workshops

Ukrainian & UK IT experts co-develop solutions in AgriTech, MedTech, and AI.

#### Business & Networking Events 2024

400+ tech professionals connected, leading to new contracts and investments.

- Cybersecurity Roundtable      ■ Trade Mission to the UK
- UK-Ukraine Tech Forum      ■ Tech Unity event

### Investment



#### Investment Accelerator Pilot 2024

Provided Ukrainian 20 startups with access to resources, mentoring and networking opportunities in the United Kingdom.

**7.6M** raised by alumni in 6 months.

**26** workshops, lectures, and AMA sessions.

**30+** experts with successful experience in the UK market involved.

**~200** hours of personal support from 15 team mentors.

#### Bootcamp and Investor Showcases 2024

The acceleration program, led by 1991 Ventures, is designed to connect high-potential Ukrainian tech startups with the UK's venture capital network. It culminated in a bootcamp in London and a Pitch Day at London Tech Week.

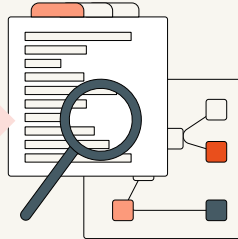
# UK-UKRAINE TECHBRIDGE

UK-Ukraine TechBridge is an institutional government support initiative at the ministerial level, **aimed at helping companies form partnerships between the UK and Ukraine.** In collaboration with the UK government and the private sector — specifically, the TechUK association — the Ministry of Digital Transformation of Ukraine facilitates direct dialogue between Ukrainian companies and relevant potential partners.

## HOW IT WORKS



A company with a product or expertise in healthcare approaches us with a request.



We gather a group of companies with similar requests.



They help us organize meetings, allowing companies to establish the necessary connections and partnerships.



We engage with our British counterparts.



**Graham Zebedee**, the Director, Science and Technology, and Senior Responsible Officer for TechBridge

In just one year, the UK-Ukraine TechBridge has proven the immense potential of collaboration, fostering innovation and opening new markets for Ukrainian and British tech companies. This year, we aim to scale these successes — strengthening ties in AI, cybersecurity, and deep tech — while setting a global example of resilience and cooperation. With strong government backing, we invite international partners to join us in driving technological progress with Ukraine's world-class IT sector.

### More about the project

Website



Facebook



YouTube



LinkedIn



Instagram



X



# HOW UKRAINIAN IT AND ISRAEL CONNECT



## BILATERAL PARTNERSHIPS

**Ukraine and Israel are at the center of global changes and challenges**, both facing economic turbulence, geopolitical instability, and rapid technological advancements. Since 2021, a Free Trade Agreement has been in effect between the Cabinet of Ministers of Ukraine and the Government of the State of Israel.

Currently, **over 40%** of Israel's IT services are purchased from Ukraine.

**Over 30%** of Israeli investments in Ukraine are in the IT sector.



## ORGANIZATIONS AS CLOSE ALLIES



### GLOBAL ISRAELI INITIATIVE

A technological bridge between Israeli entrepreneurs, technologies, culture, and education representatives that strengthens business ties between Israel and other tech ecosystems, including Ukraine.



### Ukrainian Israeli Innovation Summit

The largest annual international forum that brings together representatives from business, technology, government, and society to discuss key technological, international, economic issues, and global trends.



### The Chamber of Commerce and Industry Israel – Ukraine

A comprehensive platform for bilateral cooperation between Israel and Ukraine, in particular in the field of IT technologies. The Chamber contributes to solving legal, tax, and economic issues of cooperation.



# HOW UKRAINIAN IT AND ISRAEL CONNECT



## MEET US GLOBALLY

MIXiii Health-Tech.IL  
Organized by IATI

### TMIXiii Health-Tech.IL

An annual event by IATI uniting life sciences and HealthTech professionals, featuring sessions on biotech, digital health, and investments.



INTECH

### INTECH – The Israeli Industry & Technology Week

A major event on manufacturing optimization, Industry 4.0, and industrial competitiveness.



## BUSINESS COOPERATION IN 2024

Prospects for Ukraine-Israel Cooperation in the IT Sector:



Cybersecurity and Data Protection



Military IT Solutions



Venture Investments and Startup Acceleration



Organization of R&D Centers in Ukraine

## WELL-KNOWN ISRAELI IT COMPANIES CONDUCTING R&D IN UKRAINE\*

waze

playbuzz

Payoneer

similarweb

## WELL-KNOWN ISRAELI IT COMPANIES OPERATING IN UKRAINE\*

Playtika

PLARIUM

WAVES

WIX

verbit

CERAGON

trackimo

Celeno

MOONACTIVE

HONEYBOOK

Mellanox TECHNOLOGIES

SKYWIND GROUP

fiverr.

CHECK POINT

MyHeritage

Imonovay



**Alyona Novgorodskaya**, Founder of Global Israeli Initiative

Ukraine and Israel have a unique opportunity to establish a strategic partnership in dual-use technologies. We see immense potential in combining Israeli security innovations with Ukrainian engineering talent. Joint solutions can not only reshape military and technological landscapes but also open new doors on the global stage. The future belongs to those who are ready to invest in innovation and long-term partnerships.



**Embassy of Ukraine in the State of Israel**

# HOW UKRAINIAN IT AND SWITZERLAND CONNECT

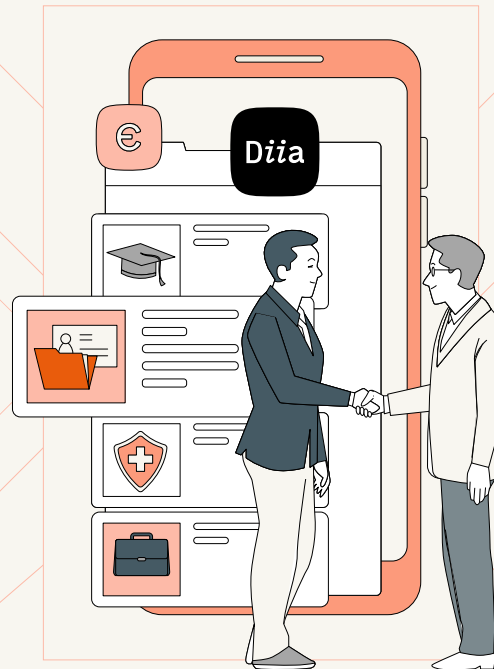


## BILATERAL PARTNERSHIPS

Switzerland has been a reliable partner and a strong supporter of Ukraine's digital transformation since 2015. Through the EGAP Program, the Swiss Agency for Development and Cooperation (SDC) has been **consistently investing in developing digital Ukraine**.

The Ministry of Digital Transformation of Ukraine and the Swiss Agency for Development and Cooperation (SDC) signed a **Memorandum of Understanding** on a wide range of digitalization initiatives in Ukraine. The projects will be implemented within the EGAP program, and carried out by the East Europe Foundation.

The Swiss National Science Foundation continues cooperation with the National Research Foundation of Ukraine and is preparing about **15 joint projects in scientific fields**.



Together, **we created Diia and launched multiple services for Ukrainians**, including eMalyatko, COVID certificates, eDocument, eSupport, the Mriya educational app, the digitalization of the State Statistics Service, Diia.Office for civil servants, automatic business registration, one-click tax payments, and essential social services.

**Diia in Zurich** is showcasing the best Ukraine-made experience: digital transformation in governance, education, healthcare, social services, and promotion of innovations

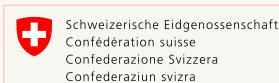
**The Ukrainian-Swiss Joint Committee on Trade and Economic Cooperation** has been an effective mechanism for economic cooperation. The fourteenth meeting of this Committee was held in Kyiv.

## ORGANIZATIONS AS CLOSE ALLIES



### Ukrainian-Swiss Business Association

An alliance of Ukrainian and Swiss companies and business experts was established with the support of the Embassy of Ukraine in the Swiss Confederation. The purpose is to promote the interests of Swiss industrial, trade and service companies in Ukraine and Ukrainian companies in Switzerland.



### SDC – Swiss Agency for Development and Cooperation

SDC implements projects worldwide, including in Ukraine, supporting economic development, governance, education, and infrastructure.



# HOW UKRAINIAN IT AND SWITZERLAND CONNECT



## MEET US GLOBALLY



### Swiss Medtech Expo

A leading trade show for the medical technology industry in Lucerne, Switzerland.



### Uphill Conf 2025

A conference on AI and Machine Learning's impact on software engineering, focused on practical applications.



## WELL-KNOWN SWISS COMPANIES OPERATING IN UKRAINE



**Oleksandr Klosovych**, Tech lead, CBH Bank | Compagnie Bancaire Helvétique

Ukrainian IT companies stand out for their reliability, deep technical expertise, and proactive approach to solving business challenges, which are crucial for developing high-quality products. If you think a Swiss watch is the gold standard of reliability, think again — the true reliability is a Ukrainian developer who stays until the very end, fixing critical production issues while their local colleague has long left the office.

Despite the changes in outsourcing dynamics due to the war, Ukrainian developers remain among the strongest in the market. Although the number of Ukrainian specialists in Switzerland has decreased over the past two years, companies continue to value their contributions and seek new ways to collaborate. While IT is gradually losing its cult status of passionate enthusiasts and transforming into a standard corporate department, Ukrainian developers continue to demonstrate a high level of professionalism and dedication.

## ITU\* AMBASSADOR IN SWITZERLAND



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**Embassy of Ukraine  
in the Swiss  
Confederation**



# HOW UKRAINIAN IT AND GERMANY CONNECT



## BILATERAL PARTNERSHIPS

Ukraine and Germany have launched the **Global GovTech Board**, the first global council of digital transformation leaders. Participants share experiences, develop innovative technological solutions, strengthen cybersecurity, and create high-quality digital services for citizens worldwide.

Ukrainian and German science ministers signed an **agreement on scientific and technological cooperation**. Bilateral cooperation between Ukraine and Germany will focus on: exchanging experts to implement joint scientific and technology programs; participating in international projects, creating and jointly using structures to support innovation, and more.



**Global GovTech Centers** operate in Kyiv and Berlin, serving as the board's executive bodies. They will coordinate activities and focus on developing government technologies; and, bringing together researchers, entrepreneurs, tech companies, the public sector, and global communities.

## ORGANIZATIONS AS CLOSE ALLIES



### SEQUA

The potential of Ukraine's IT sector presents numerous opportunities for the German private sector. The SEQUA helps Ukrainian IT companies integrate into European value chains. German businesses can then benefit from cost-effective, high-quality services. And Ukrainian companies can develop innovative solutions, and enhance their international competitiveness.



### Deutsch-Ukrainische Industrie- und Handelskammer

The German-Ukrainian Chamber of Industry and Commerce (AHK Ukraine) is part of the global network of German foreign trade chambers (AHK). It supports Ukrainian and German companies in developing international business and serves as a key platform for bilateral economic exchange.



### Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

GIZ's work in Ukraine is carried out on behalf of five German ministries, the European Union (EU), and Switzerland's State Secretariat for Economic Affairs (SECO).



### SIBB

The Berlin-Brandenburg Internet Business Association (SIBB) is an organization representing enterprises and organizations in the digital technology and internet business sector in Berlin and Brandenburg. SIBB supports the development of a digital economy, organizes networking events, and provides consulting and resources for startups and companies in the IT and internet industries.



### Bitkom

Association representing the interests of IT, telecommunications, and new media companies. It serves as a major industry voice, advocating for digital transformation, innovation, and the expansion of digital infrastructures.





# HOW UKRAINIAN IT AND GERMANY CONNECT



## MEET US GLOBALLY



### HANNOVER MESSE

One of the world's largest industrial trade fairs, showcasing automation, digitalization, and robotics technologies.



### it-sa Congress & Expo

A major European cybersecurity event covering IT security, data protection, and cyber defense.



### MEDICA

A leading international trade fair for medical technology, healthcare IT, and diagnostics.



### Smart Country Convention

A digital transformation event for public administration, e-government, and smart city solutions.



### EuroShop

The world's leading trade fair for retail innovation, covering store design, technology, and merchandising.

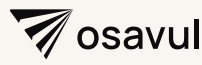


### Agritechnica

The world's leading trade fair for agricultural technology, featuring innovations in modern farming solutions.



## BUSINESS COOPERATION IN 2024



The German venture fund 42CAP has invested in the Ukrainian AI startup Osavul, which specializes in media analytics using artificial intelligence.



### Katharina Hartmann, Project Director SEQUA

Ukraine offers a strong IT talent pool, high-quality engineering, competitive costs, and expertise in different relevant sectors as for example AI, cybersecurity, and software development. Many Ukrainian developers have experience working with global companies and adhere to European business standards, making collaboration seamless. Additionally, Ukraine's time zone and cultural proximity to Europe facilitate smooth communication and project management. Despite the challenging situation due to the full-scale war, Ukrainian companies have proven to be highly reliable, consistently delivering high-quality results on time.



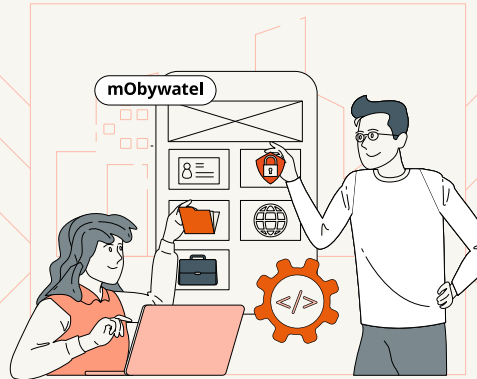
**Embassy of  
Ukraine in the  
Federal Republic  
of Germany**

# HOW UKRAINIAN IT AND POLAND CONNECT

## BILATERAL PARTNERSHIPS

Poland has been **a consistent partner** to Ukraine in the field of digitalization.

With the support of the Polish government, the Ministry of Digital Transformation of Ukraine opened the first **Diia.Business center** abroad in Warsaw in 2022. This center's operations contributed to a record number of new Ukrainian businesses in Poland in 2023 — 30,325 companies (10% of all newly registered sole proprietorships).



Ukraine provided expertise to Poland for **mObywatel**, Poland's equivalent of Diia, featuring digital documents and services.

In 2024, Ukraine and Poland signed a **Memorandum of Cooperation** in the digital sector, covering cybersecurity, data protection, data storage, internet access, and operations.

## ORGANIZATIONS AS CLOSE ALLIES



### Interreg NEXT Poland – Ukraine

This program is a cross-border cooperation program between the countries, funded by the European Union, specifically to support economic growth and innovation, including for small and medium-sized businesses, startups, and digital solutions.



### Software Development Association Poland (SoDA)

SoDA brings together Polish software development companies to promote the Polish IT industry, facilitate collaboration among members, and represent their interests.



### Polish-Ukrainian Chamber of Commerce

Center of knowledge, support, inspiration and exchange of experiences and contacts that serve the development of Polish-Ukrainian cooperation.



### Cyfrowa Polska (Digital Poland Association)

This Association is an industry employer organization, a non-profit that unites the largest consumer electronics and IT companies operating in Poland, including manufacturers, importers, and distributors of electrical and electronic equipment.



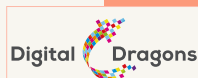
### Pro Progressio

Permanent and active partner of the largest national IT Association of Ukraine.



# HOW UKRAINIAN IT AND POLAND CONNECT

## MEET US GLOBALLY



### Digital Dragons

One of Europe's largest B2B gaming industry events, organized by Krakow Technology Park.



### Advanced Threat Summit

Poland's key cybersecurity conference for active cybersecurity managers.



### International Warsaw Innovation Show (IWIS)

Poland's largest innovation event showcasing groundbreaking inventions across various fields.



### InfoShare 2025

The biggest tech conference in CEE, uniting developers, startups, investors, and executives.



## BUSINESS COOPERATION IN 2024

### EUVIC

The Polish IT consortium Euvic Group acquired 25.1% of the Ukrainian platform WeExpert, which helps freelancers legalize income from exchanges like UpWork.

### Rozmova

The Ukrainian psychological startup Rozmova (known internationally as Clearly) is expanding its presence in the Polish market.

In 2024, several Ukrainian IT companies opened offices in Poland, including:



**Kevuru Games**, a Ukrainian GameDev company.

### Sombra

**Sombra**, a software development company serving clients in the U.S., Canada, and Europe.



**UniTalk**, an international business communication platform with Ukrainian roots.

Overall, since 2022, more than 20 Ukrainian IT companies have opened offices in Poland.



### Wiktor Doktor, CEO, Pro Progressio

Ukrainian IT companies are among the most recognizable in the world. They operate in every possible industry, providing services to clients from all time zones and representing every industry. In addition, they place a strong emphasis on education and training of staff, which should be a good example for many companies from other countries. At Pro Progressio, we have the great pleasure of being able to cooperate with IT Ukraine Association for many years and to learn more about the work model of Ukrainian IT companies.



**Embassy of  
Ukraine in the  
Republic of Poland**

# HOW UKRAINIAN IT AND EUROPE CONNECT



## BILATERAL PARTNERSHIPS

**Ukraine is a signatory of the Association Agreement with the EU and holds candidate status for membership**, which entails integration into the European digital market, fostering cooperation in the IT sector and startup industry.

**The European Commission** highly values Ukraine's digitalization progress, as reflected in its annual report. The "Digital Transformation and Media" section ranked among the top three with the highest scores.

**The Council of Europe:** Ukraine cooperates with the Council of Europe in implementing cybersecurity and data protection standards, which are crucial for the development of the IT sector.



Ukraine is one of the participating countries in the Potential consortium for the development of the **EU Digital Identity Wallet** and the only one among the 20 that is not yet an EU member state.

60+ Ukrainian startups received €2 million in grant funding from the **Seeds of Bravery** consortium, a program of the European Innovation Council, which supports the development of Ukraine's startup ecosystem and its integration into the European market.

The European Union has selected 12 Ukrainian professional associations, granting them the status of **European Digital Innovation Hubs** within the Digital Europe program.

## ORGANIZATIONS AS CLOSE ALLIES

The Ukrainian IT sector actively collaborates with various European organizations and institutions, facilitating its integration into the European digital space and contributing to the industry's development. Here are just some of these partnerships.



**The European Institute of Innovation and Technology (EIT)** has opened its hub in Ukraine, providing local businesses and innovators with access to the most effective investor and Europe's largest innovation network, offering grants of up to €250,000 and business scaling support of up to €2.5 million.



Ukraine has become a partner of the **Nordic Institute for Interoperability Solutions (NIIS)**, which includes Finland, Estonia, Iceland, and the Faroe Islands. This new partnership will enable experience sharing and joint efforts to support other countries in their digitalization efforts.



**Emerging Europe.** Organization and hub for growth (40k+ technical specialists), focused on 23 countries in Central, Eastern, South-Eastern Europe and the South Caucasus. The partner in Ukraine is the IT Ukraine Association.



An office of the European Commission's **"Horizon Europe" project**, the EU's largest research and innovation funding program, has opened in Kyiv, enabling Ukrainian innovators to integrate into the EU scientific community.

# HOW UKRAINIAN IT AND EUROPE CONNECT



## MEET US GLOBALLY



### Mobile World Congress (MWC)

A top event in mobile tech, showcasing innovations and industry trends.



### Web Summit

A major tech conference connecting top companies, startups, and investors to explore the latest trends.



### VivaTech

A global innovation event covering AI, blockchain, and digital transformation.



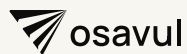
## BUSINESS COOPERATION IN 2024



The Ukrainian company **MacPaw**, a software developer for macOS and iOS, has launched its Setapp marketplace in beta version in the EU.



The popular shooter **Metro: Exodus** from the Ukrainian studio **4A Games** was included in the list of the **best-selling games in Europe in 2024**.



The Ukrainian startup **Osavul**, which specializes in **media analytics using AI**, has raised **\$3 million** in a late seed round from three **European funds**.



The Ukrainian startup **Haiqu**, which develops **software for quantum computers**, was included in the list of **Europe's 11 most promising quantum companies**, according to **Sifted**.



**Luke Incorvaja**, Innovation Officer at EIT - European Institute of Innovation and Technology

Ukraine's tech sector has demonstrated remarkable adaptability and resilience, moving forward to become an important player in the European innovation landscape. The EIT, including through the EIT Community Hub Ukraine, led by Ihor Markevych as our EIT Community Officer, is fully committed to supporting the continued transformation and evolution of Ukraine's tech sector.

As part of the EIT's mission, we are accelerating this process by giving Ukrainian entrepreneurs and innovators access to a Europe's largest innovation network, strategic financial instruments, and pathways into EU markets.

# EXPLORE THE OPPORTUNITIES IN UKRAINE'S IT INDUSTRY

You can gain deeper insights into Ukraine's IT industry through these research studies and mappings that provide a comprehensive overview of different sectors:

## Digital Tiger: The Power of Ukrainian IT – 2023

A comparative analysis of Ukraine's IT industry by IT Ukraine Association



Read more

## 2025 Investment Guide by Capital Times

Key forecasts, analytical reviews, and insights for investors in Ukraine



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## DealBook of Ukraine: 2024 Edition

A review of Ukraine's tech investment industry, including venture capital activity, M&A deals, and trends



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How the Ukrainian IT Market Has Changed from 2014 to 2024 by AIN media



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# EXPLORE THE OPPORTUNITIES IN UKRAINE'S IT INDUSTRY

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## The Ukrainian AgriTech Industry Navigator

Overview of key players, innovations, and development prospects in Ukraine's AgriTech sector, highlighting its global competitiveness



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Key companies, innovative platforms, and educational solutions for Ukraine's EdTech



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## The Ukrainian CyberTech Industry Navigator

An analysis of Ukraine's cybersecurity industry, highlighting key players, technologies, and trends



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## Ukrainian Defense Tech Market Report

Analysis of Ukraine's evolving defense tech sector focuses on UAVs, cyber warfare, robotics, AI, and more



Download

## Ukrainian Cybersecurity Market Report

An in-depth review of Ukraine's cybersecurity market, key trends, threats, and opportunities



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## Everything about Ukrainian Defense Tech

A database of companies, investments, accelerators and developers in Defense Tech



Read more

If you're interested in information that wasn't covered in any of the studies above, please send us an email:

[hello@itukraine.org.ua](mailto:hello@itukraine.org.ua)



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Ready to explore Ukrainian IT further?  
Here are the next steps:

1. Share the research with your team and partners to start cooperating with Ukrainian firms
2. Subscribe to IT Ukraine Association socials to keep up with relevant news about Ukrainian IT



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