

SMILE

I.T IS OPEN



Open & digitals by nature

We are 1800+ digital creative and doers in 7+ countries.

Since we were born, our approach is based on a deep understanding of your market specificities, your business and financial perspectives, and your expectations from now onwards to the next years.

Our open-source DNA is a huge guarantee of our value proposition. As fair-minded people, we do not want you to be trapped in a single or inappropriate solution: our recommendations always follow your business objectives and organization.

We support you to take reliable decisions in technology that enhance your business, such as digital and e-commerce platforms, business applications, Data, embedded technologies & IoT, and Infrastructure management.

We are fun and innovative, but also pragmatic and result oriented.

We believe that our contributions are tightly beneficial to your success because that's how our work makes sense.

We are SMILE, the European leader in Open Source digital services



1800
Experts



300+
employees in Ukraine



30
years of experience



300+
Projects per year



15
Agencies



4,2
Stars on online feedbacks



Smile's world

- 📍 **15 Smiling Agencies in Europe and North Africa**
Paris, Lille, Nantes, Bordeaux, Montpellier, Marseille, Lyon, Grenoble, Toulouse, Morges, Brussels, Luxembourg, Utrecht, Casablanca, Kiev

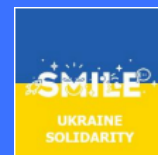
- **A set of 10+ partner agencies around the world**
Montreal, São Paulo, Abidjan, Madrid, Milan, Dubai, Singapore, Melbourne, Shanghai, Köln, London...





Smile Ukraine Solidarity Association

to bring support to our Smilians in Ukraine and their families



Our teams

Ukraine employs more than 300 people in Ukraine across the country

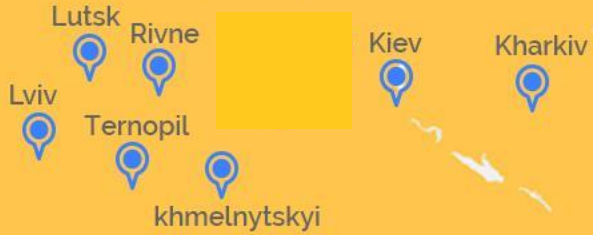


 Offices

 Remote teams



300+ STAFFS IN UKRAINE



Total | Ville

51	Kiev
36	Kharkiv
51	Khmelnytskyi
53	Ternopil
54	Lutsk
26	Rivne
4	Lviv
35	Other / remote



<https://www.youtube.com/watch?v=sNwjtDlp5i0>

Focus on Ukraine
and why we are
reaching out to
you

Focus on Ukraine

Ukraine is a country with an occidental mindset, member of the United Nations and the Council of Europe. Its population is 41 millions as of January 2022, for a surface similar to France's one. Its GDP is similar to Sweden's.

Focus on Smile Ukraine

Smile Ukraine employs more than 300 employees :

- Of which 23% are women;
- On average, our staff is between 27 and 37 years old

What is the objective at hand ?

We, at Smile, are trying to support our employees in Ukraine and their families as best as we can. In order to do so, we have created an **association (Smile Ukraine Solidarity)** to support our Ukrainian employees:

- For humanitarian reasons, as our employees are in great need right now;
- To show our support, not only to our employees, but also to their direct families;
- To continue our activity, to be able to serve our clients and deliver our projects;
- But also to maintain our ecosystem and keep our business going.



Our goal is to set up a **support plan** for Smilians and their direct families in Ukraine

How should we achieve this plan ?

We have set up an association (Smile Ukraine Solidarity) for people in the Smile Universe to contribute.

Who can benefit ?

The support fund is to benefit Smilians working for our branch in Ukraine, along with their direct families (spouses and children).

Who can contribute ?

Everybody involved in the Smile Universe can contribute: employees, clients, business partners, Smile investors and anybody interested in helping Smilians in Ukraine.

How is the plan structured ?

We have estimated costs for:

- Short-term actions (estimated for 45 days) which will help our employees in Ukraine to relocate and find shelter to stay safe;
- Medium-term actions (estimated for 6 months), in order to help them start a new life in a new country.



What are the short-term needs for our Smilians in Ukraine ?



Temporary housing outside of Ukraine, or at the western border in Ukraine



Transportation to safe locations



Living allowance for Smilians who cannot exit Ukraine, and are unable to work



Food allowance



Transportation and housing until part of our Ukrainian staff reaches European Smilians homes who have volunteered to offer them shelter !

Short-term actions

Temporary housing, food allowance and transportation outside of Ukraine, or at the western border in Ukraine

- Applicable to Smilians' families who are either able to exit Ukraine, or get to the western border until they can exit the country
- This aid would be to offer financial aid for temporary housing in neighbouring countries such as Poland, Hungary, Romania, Moldavia and Western Ukraine (in Karpaty)

Allowance for employees unable to exit Ukraine

- Applicable to Smilians who are unable to exit Ukraine and who are unable to work, to offer them financial support in this great time of need

Food and transportation to get our Ukrainians to our European homes

- More than 110 Smilians have already proposed their help to host our Ukrainian staff, offering more than 220 beds to our Ukrainian Smilians and their families
- This aid would be to finance the transportation, housing until Smilians from Ukraine get to the final location and financial aid for food in the meantime



What are the **mid-term** needs for our Smilians from Ukraine ?



Housing in cities where Smile is located in France (Paris, Lyon, Montpellier, Bordeaux, Nantes, Lille)



Housing in Poland or other eastern countries, where Smile is to open a new branch to welcome our Ukrainian staff



Housing in Other European countries where Smile is located (Luxembourg, Netherlands)



Moving allowance to help our staff get settled upon arrival



Administrative help to obtain visas, working permit, etc.



Language courses to help Smilians adapting to their new location



Mid-term actions

Housing (rental of 3-rooms apartments) for 6 months

- Applicable to Smilians' families who are able to exit Ukraine and wish to relocate mid-term
- The financial aid provided would enable Smilians from Ukraine to pay part of their rental costs until they settle down
- In Poland or other eastern countries, where Smile is to set up new branches to welcome our Ukrainian staff
- In France, in cities where Smile is present (Paris, Montpellier, Bordeaux, Lille, Nantes and Lyon)
- In other countries where Smile is present (notably Luxembourg and Netherland)

Moving allowance

- Applicable to Smilians' families who are able to exit Ukraine and wish to relocate mid-term
- One-off financial aid to support them in settling into their new apartments and lives

Administrative help

- The financial aid would be to hire a part-time help to provide support to Ukrainians Smilians with administrative paperwork (visas, working permits, and other one-time administrative paperwork)

Language courses

- The one-off financial aid would help Smilians from Ukraine to take classes to learn French and other local languages in cities of relocation



How can **you** help
them ?



What are the steps you can take to help ?

We have set up an **association (Smile Ukraine Solidarity)** in order to collect funds to help finance the actions described in this presentation.

If you wish to help our staff, you can donate some funds.

Any contribution will help !

Please contact smileUA.solidarity@smile.fr if you wish to help or have any questions.

On behalf of Smile, we sincerely thank you for your help.



Administrative process



The association (“loi 1901”) is identified under “*Répertoire national des associations (RNA)*” under the registration number W691105053

Name of the association : **Smile Ukraine Solidarity**
Address : **107 Bd de Stalingrad, 69100 Villeurbanne**

President :

Smile Group, 163 Quai du Docteur Dervaux - CS 60059 - 92665 Asnières Sur Seine Cedex
represented by Marc PALAZON

Treasurer :

Erwan PERTUISEL

Secretary :

Smile International, 163 Quai du Docteur Dervaux CS 60059 92665 Asnières Sur Seine Cedex
represented by Jean Philippe BALANÇA

If you wish to donate, you can directly transfer funds to the following bank account:

Bank: LCL

IBAN: FR11 3000 2050 7100 0007 0070 S02

Code B.I.C. CRLYFRPP

If you are an entity, please mention in the reference of the transfer the name of your company name and your SIRET number.

If you are an individual, please mention in the reference of the transfer your name.

As the donations to the association would be to help Ukrainian Smilians and their families, they do not fall under the category in regards to patronage and are thus not eligible to tax deduction.

