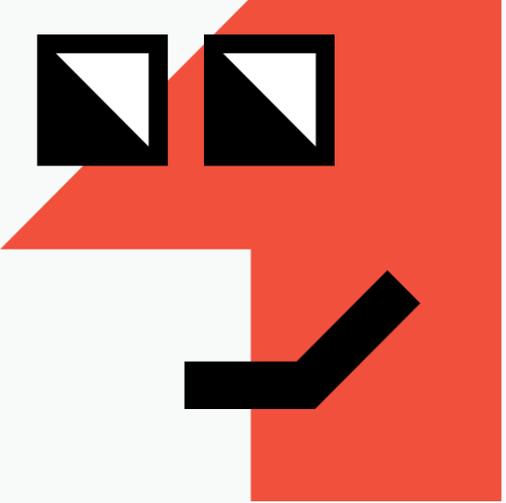


**What** 

**We Offer**

# What We Offer



## Overview

**6000+** colleagues



2021 Comparably **Awards**:

+ Best Company **Culture**

+ Best Company **Work-Life Balance**

+ Best Company for **Diversity**

+ Best Company **Compensation**

+ Best Company for **Women**

## Money



Direct **market level compensation**



**Paid** overtime

**100%**

**Paid** sick leave /  
emergency absence days



Recognition **bonuses**

+ **Business trips**, support for obtaining visas and planning trips

+ Employee **Referral Bonuses**, both for technical and non-technical positions recommendations

# What We Offer



## Professional environment



Distributed project teams.  
**20+ development centers worldwide**



Opportunity to be a **mentor**  
+ Compensation for being a mentor and participation in interviews



Opportunity to attend and speak at **conferences**

**40%**

of colleagues are **Senior+ level specialists**



Internal and external **educational programs**  
+ **Corporate lessons** in English & other languages  
+ **Compensation for certification**



Opportunity to become **part of the company's life**  
+ Brand ambassadors program  
+ Participation in internal and external communications  
+ Support from/for technical communities



Corporate **equipment** or bring your own device



**Workplace options**, including working from another office, from home, or remotely + **24/7 office access**

# What We Offer



## Work-life balance



**Paid vacation** in accordance with the arrangements of the location where you are based



Possibility to **stay longer** in the destination country during a business trip



**Flexible schedule** to accommodate certain **work-life balance** (work more or less than 40 hours a week)

## Health & Wellbeing



**10 special days off/year** without a sick note



**Corporate doctor**  
+ Helpline to solve wellbeing issues  
+ Medical insurance, accident insurance



**Parental leave** in accordance with the arrangements of the location where you are based



**Corporate help** in emergency situations

+ **Paid idle** status  
+ Possibility to take unpaid vacation

# What We Offer



## Others



**Health benefits in every office:**  
daily fresh fruit and healthy snacks,  
lounge zone and quiet areas for  
relaxation, massage chairs, sport zones  
(foosball, table top games, various  
sports equipment, table tennis, darts)



Most of the offices are equipped with  
**showers** and **relaxation rooms** +  
**bicycle parking**



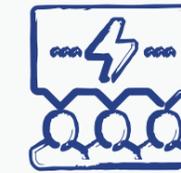
**Corporate events**  
500 events annually



**Thank You Points**  
(kudos points)



**Recognition programs**



**Team Satisfaction**  
**surveys** – internal  
anonymous surveys and  
feedback platforms



Birthday **gifts**, wedding  
& new baby cards