

Culture Book

This Culture Book serves as a compass for understanding and embodying the essence of Sollers.

Within these pages, you'll find:

- the guiding principles that drive us,
- the values that unite us,
- the vision that inspires us every day.

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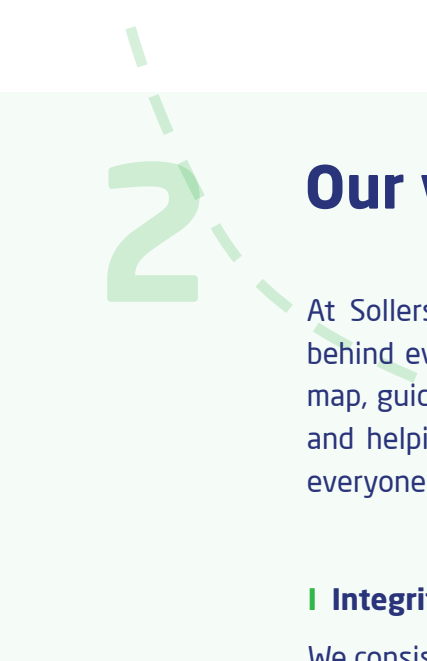
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Our purpose

Founded in 2000, Sollers supports insurers, banks, and leasing firms in business transformations and adapting to modern technologies. As we grow, we stay committed to innovation, quality, and our core values.

But what drives this commitment?

Discover the passion and vision of our founders – the driving force behind everything we do.



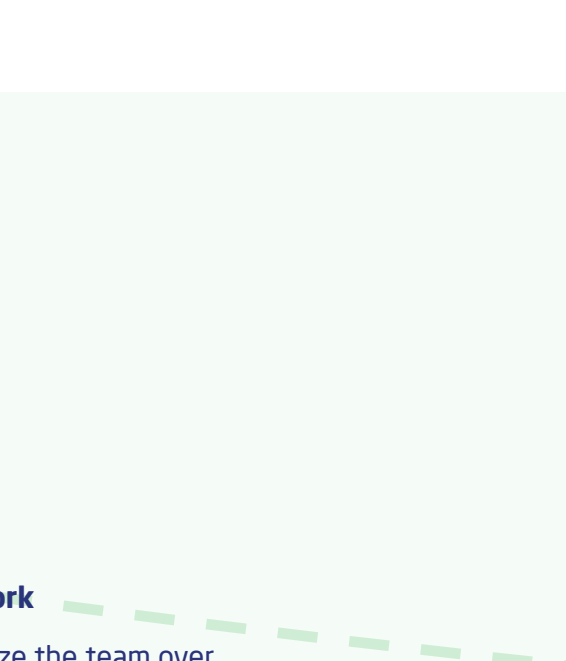
2000

Since we first established Sollers Consulting in 2000, we've been driven by a clear vision: to always create business value for our customers. We aimed to differentiate ourselves in the market through a strong team and deep expertise, built on specialization. From the very beginning - and still today - we emphasize reliability, staying true to our motto: **We always deliver.**

| Michał Trochimczuk

From the start, we have focused on building long-term relationships with both customers and employees. While the size and global presence of Sollers have grown, the relationships we foster and the values we cultivate remain unchanged. Our guiding principle, **Driven by People**, reflects our unwavering belief in teamwork, mutual support and shared purpose as the foundation of our success.

| Marcin Piłuta



2025

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Our values

At Sollers, our values are the driving force behind everything we do. They serve as our map, guiding us in every decision and action, and helping us to build a community where everyone can flourish.

Integrity

We consistently act with transparency, taking responsibility for our actions, openly acknowledging mistakes, and fostering ethical behavior in all our interactions.

Commitment

We aim high, deliver on our promises, and build trust while maintaining professionalism and ensuring our work brings value for all our clients.

Expertise

We deliver tailored, high-quality solutions, continuously expand our knowledge, and share our insights to grow together.



Teamwork

We prioritize the team over individual interests, foster a supportive environment, and ensure everyone contributes to achieving shared goals.

Respect

We value diverse perspectives, ensuring everyone feels appreciated and supported.

People

We prioritize relationships, growth, and long-term cooperation, creating space for personal development, while fairly recognizing and rewarding individual contributions and needs.

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Our way of working | Our projects

We specialise in delivering complex, end-to-end transformation projects for clients in the financial services industry. We analyse, advise, design, and implement complex solutions. We always deliver on our promises thanks to our experience, knowledge, and expertise. This allows us to **maximise business value** for our clients and ensure the success of every project. Close **collaboration between IT and business** teams is essential.

We work closely with our clients to meet their specific needs. This can involve international travel, where our experts work with the client on-site to ensure the highest quality. We believe in building **long-term partnerships**.

We set **high standards** for ourselves. We value people who proactively take the initiative, both in their own development and in contributing to projects and internal initiatives. We believe in continuous improvement and provide training to our teams, ensuring we remain at the forefront of **industry innovation**.

Our work environment is fast-paced and challenging, based on trust and teamwork. People who succeed here are passionate, hardworking, committed to excellence and dedicated to making a difference in every project they undertake.

"I'm a business analyst for a German insurer. I enjoy working in an agile way and supporting the digital transformation of a client company. It's rewarding to understand how your work fits into a big IT project and to find solutions to difficult problems. It's great to know your work has helped solve a real business need or problem. It's great to see the solution in action."



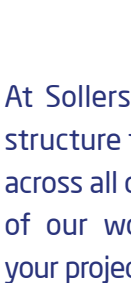
Jonas Samuel Schenk
Analyst

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Our people

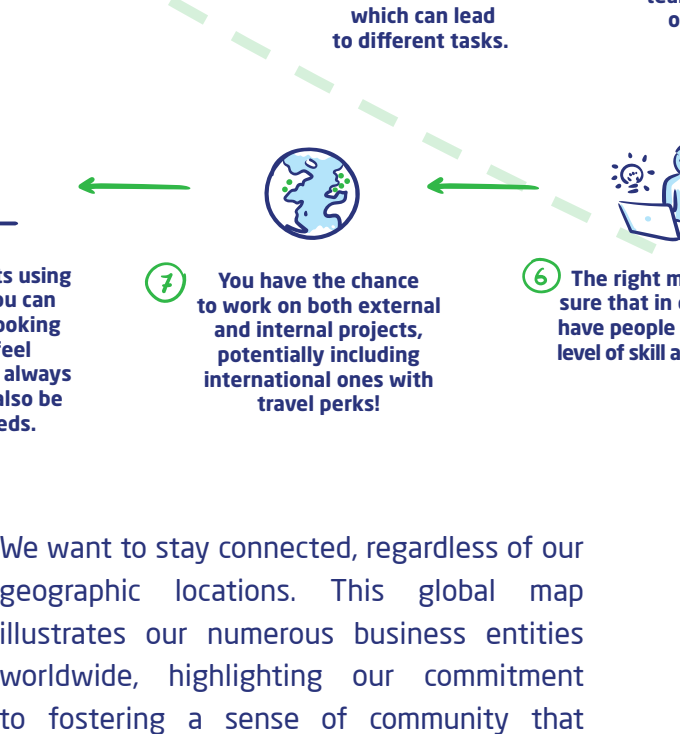
We put people at the center of every project because we know that our employees are the foundation of our success. Our Sollers, as they call themselves, present limitless potential!

"A game changer for me is the vision and stability Sollers provides, because unlike most of the competition, it's run by the same guys that had founded it nearly 25 years ago. This means that the top management is easily approachable, and your voice will be heard. The company is really driven by people."



Łukasz Koszrzewski
Business Specialist

We want to create the optimum working environment for them, which is why our employee value propositions (EVP) pillars are **teamwork, growth, flexibility and stability!**



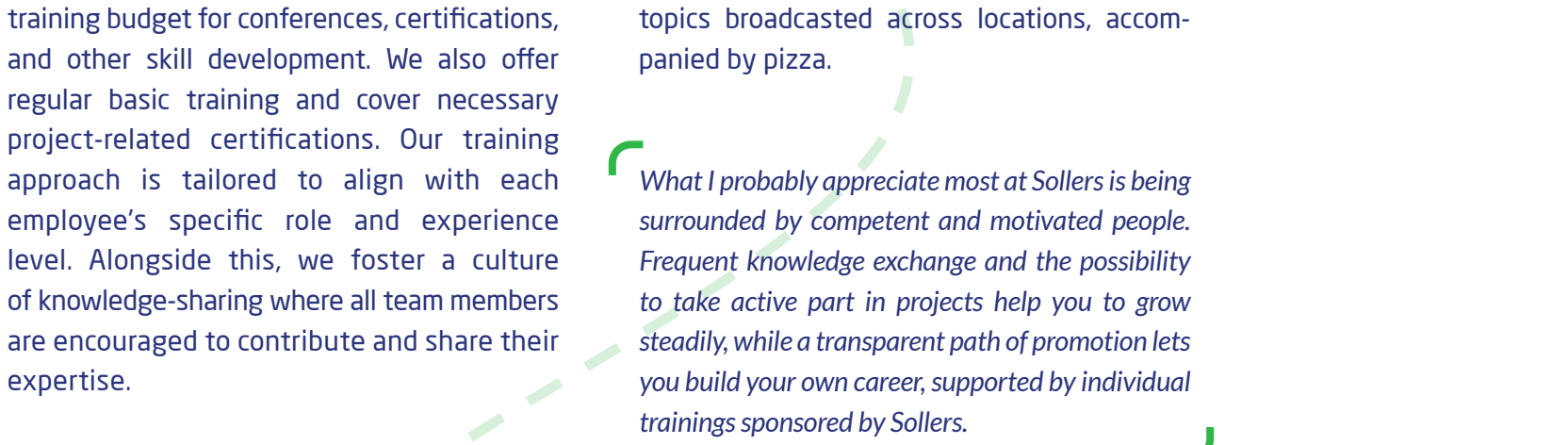
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Teamwork & growth

We love welcoming new people on board! To foster collaboration and connection, we strive to bring together new joiners to our headquarters in Warsaw, whenever possible, during the initial 3 days of on-boarding.

It's a great way to get to know the company, our culture and also to integrate with others! In other words, to make them feel part of our team right from the start.

After the introductory days and the first couple of weeks spent on the trainings you'll be assigned to a specific project – discover how the journey unfolds next.



At Sollers, we maintain a flat organizational structure that supports Agile ways of working across all our teams. Our teams are at the heart of our work. Whatever your role, whatever your project, whatever your experience or country, you're always part of a team with experienced professionals who value collaboration and are there to support you every step of the way.

We want to stay connected, regardless of our geographic locations. This global map illustrates our numerous business entities worldwide, highlighting our commitment to fostering a sense of community that transcends borders.

NORTH AMERICA

Chicago
Toronto

Barcelona
Białystok
Cologne
Gdańsk
Cracow
Lublin
London

Łódź
Paris
Poznań
Szczecin
Valencia
Warsaw
Wrocław

EUROPE

Japan

Malaysia

Kuala Lumpur

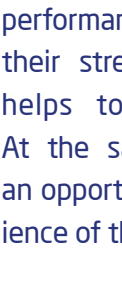
Tokyo

After successfully completing the onboarding period, each employee receives an individual training budget for conferences, certifications, and other skill development. We also offer regular basic training and cover necessary project-related certifications. Our training approach is tailored to align with each employee's specific role and experience level. Alongside this, we foster a culture of knowledge-sharing where all team members are encouraged to contribute and share their expertise.

Additionally, we hold **Brown Bag sessions** during lunch breaks – lectures on various topics broadcasted across locations, accompanied by pizza.

At Sollers, we exchange insights through various channels. We have **Guilds** for different competencies, such as Agile, Architecture and Project management. Recurring "Sollers for Sollers" meetings allow us to share knowledge and discuss project standards.

"What I probably appreciate most at Sollers is being surrounded by competent and motivated people. Frequent knowledge exchange and the possibility to take active part in projects help you to grow steadily, while a transparent path of promotion lets you build your own career, supported by individual trainings sponsored by Sollers."



Sandra Ellinger
Consultant

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Flexibility and stability

We highly value face-to-face interaction to build strong connections, and simultaneously appreciate the flexibility of a **hybrid work model**.

We also offer a comprehensive benefits package, which varies by country and is tailored to the specific needs and possibilities of each location.

Each Sollers is expected to work in the office for at least 8 days per month and members of project leadership – 10 days per month. This approach not only fosters seamless knowledge sharing and collaboration, but also enhances the quality of the work we deliver. **Working hand-in-hand** ensures that we can gain valuable insights and support from our colleagues, enabling us to maintain our high standards.

Time-off planning! A widely accepted principle in the company is that every leave request should be approved unless there is a clear business need for the employee to be present. We emphasize team self-organization and encourage planning vacations in a way that ensures smooth project workflow.

We know that a stable work situation allows for greater commitment to work responsibilities.

While we strive to maintain this work-life balance, we also understand that critical project situations may demand extraordinary effort. In such times, our team embraces a spirit of unity and mutual support, working under the principle of **"one for all, and all for one."**

We focus on building a team and developing internal competencies; therefore, we do not recruit for specific projects – we aim for a **long-term cooperation**.

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Career paths guidance

Every journey begins with a first step, but it's good to know where you're going, isn't it?

The coach provides support, intervenes when necessary, motivates and advises. And because the atmosphere and circumstances of the conversation are important, each employee is given a special budget for coaching lunches.

Those who join Sollers start their careers with **well-defined paths** that provide guidance and direction for their professional growth. Knowing what to expect enables people to achieve specific results and encourages the pursuit of excellence.

Throughout the six-month onboarding process, the project manager or team leader provides ongoing feedback on the new Sollers' performance at regular meetings. Identifying their strengths and areas for improvement helps to bring out their full potential. At the same time, these meetings provide an opportunity to give feedback on the experience of the new workplace.

This allows Sollers to move up the career ladder with an understanding of the logic of the process.

Post probation, **ongoing feedback** continues, emphasizing the importance of project-specific input, sourced and gathered from the individuals you collaborate with daily.

New place, new people, new responsibilities – anyone can feel overwhelmed. That's why every fresh-faced Sollers is **accompanied by a coach** from day one.

Feedback flows in all directions - also from team members to leaders, among peers, and among teams. Sharing and receiving feedback openly (including the negative one!), in a thoughtful and respectful manner, is a core principle of how we work together. This approach helps address and improve issues quickly, and fosters an environment of ongoing growth and guided development.

Delivering quality work and maintaining high standards demand significant involvement and effort. This is how we work at Sollers. How do we ensure that your hard work and dedication are recognized throughout the year? Let's check!

Evaluation twice a year

Evaluation meetings mean that there is a chance of promotion twice a year without having to ask for it. In addition, every person who joins Sollers receives a two-year salary forecast, which provides stability in the household budget. What's more, individuals in the same position in the same office earn the same base salary – we believe that professionals with similar levels of experience should receive the same compensation from the company.

Building a close-knit team involves celebrating meaningful life events, not just performance-related ones.

Achievement badges

Achievements badges are a tool for recognising performance, active participation in the life of the team and the company, helping others, involvement in tasks not directly related to a specific career path. These badges have a tangible impact on bi-annual promotions and financial bonuses.

Anniversaries

Long-serving employees are the company's greatest asset. That is why at Sollers we celebrate their anniversaries: fifth, tenth, fifteenth, twentieth, and beyond. We reward them with special holiday vouchers and extra days off.

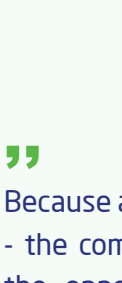
Bonuses and rewards

To further encourage a culture of responsibility and commitment, we reward individuals who take responsibility for specific areas of our business.

Special life events

We celebrate life's joyful milestones with our employees, such as weddings and the birth of children. And because these events usually involve additional expenses, we're happy to give bonuses to newlyweds and new parents.

"What sets Sollers apart, and what I appreciate most, is their commitment to providing me with all I need to excel in my role, while maintaining a supportive and pressure-free environment. It's more than just a place to work; it's a place where I thrive both professionally and personally."



Mateusz Micał
Consultant

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Team-building initiatives

The more we know each other, the better we work together. Working in a skilled and driven team with shared goals unites us, but we also value creating bonds beyond the professional sphere. This is why we think team-building events are so important. There are lots of different things we do!

First Thursdays

We regularly have 7-8 times a year) get together for all-company meetings, called First Thursdays. We use these meetings to talk about the most important company events, new projects, plans, and changes in Sollers' operations. We are committed to being open and transparent! After the presentations, we have an integration part with good food, interesting conversations and a relaxed atmosphere.

Over the years, we've visited amazing places like Greece, Spain, and Turkey, among others.

Ad hoc team-building trips

We're always looking to learn more about the world. That's why Sollers offers financial support for outings for employees who want to integrate. As long as there are enough people taking part, we can make it happen. It doesn't matter how long you've been with the company or what your position is.

Families included

At Sollers we also remember about the loved ones of our employees and at some events we are happy to host their significant others and families. These include family picnics and the Beaujolais Nouveau Party.

Project team meetings

Project team members often work from different offices. We think it's important to build good relationships and strong bonds. That's why we've set aside a special budget for team-building events for each project.

Cultural events

We like each other and enjoy spending time together - even outside the office. Thanks to co-funding, we go to the cinema, theatre, workshops and sporting events together.

Since the early days of our company, we've had a tradition of coming together every two years in beautiful locations to foster teamwork, strengthen bonds, and explore different cultures.

Julius Fernando
IT Specialist

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Making impact

At Sollers, we are building a community that wants to help others in need. We take part in charity events and support various organisations. In our free time, we walk shelter dogs, help single mothers with gardening, and give math lessons to children from orphanages. We donate food and clothes, run charity marathons, and give our used electronic equipment to those in need.

Their decision to rejoin our company is a heart-warming affirmation of the lasting relationships we cherish and continue to build.

We've also launched a volunteering crew called Sollers Change Makers, which anyone can join from the very beginning in the company.

For an ongoing look at our culture and lifestyle, stay connected and follow us on:

sollers

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Full circle: stories of coming back

Our company culture thrives on the strong bonds we create, and nothing exemplifies this more than the return of our Alumni.

Why did they decide to **#rejoin**?

"Strong sense of community."

| João Tomaz

"I guess I have returned because I have a strong need to work in a place where I share the same values - especially when it comes to integrity, fairness & work-life balance. Plus, the community."

| Irina Ovdiniczov

"Because at Sollers, I always felt part of a team - the company, project, and office - and had the opportunity to work on projects that matched my interests and specialization."

| Kacper Stępień

"Cohesive teams of motivated individuals, not a collection of individualists in a rat race."

| Mariusz Kowalski

Not every company is the right fit for everyone, and that's perfectly natural. What matters is finding the place where you belong. If you feel that our vision resonates with you - that our values align with your personal and professional beliefs, and that this is the environment in which you can thrive, we're excited to welcome you aboard!

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