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.
- Our way of working

Our purpose

Our values

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Full circle:

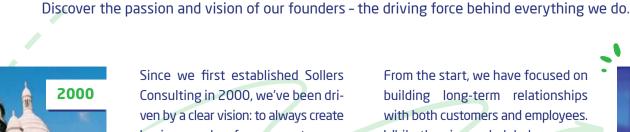
back

stories of coming

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?

Since we first established Sollers From the start, we have focused on Consulting in 2000, we've been dribuilding long-term relationships

with both customers and employees. ven by a clear vision: to always create While the size and global presence business value for our customers.



We aimed to differentiate ourselves of Sollers have grown, the relationships we foster and the values we in the market through a strong team and deep expertise, built on cultivate remain unchanged. Our specialization. From the very begin-

ning - and still today - we emphasize reliability, staying true to our motto: We always deliver. I Michał Trochimczuk **Our values**

guiding principle, Driven by People, reflects our unwavering belief in teamwork, mutual support and shared purpose as the foundation of our success. **I Marcin Pluta**

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. I Integrity We consistently act with transparency, taking

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.

responsibility for our actions,

mistakes, and fostering ethical

openly acknowledging

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

Our way of working I Our projects We specialise in delivering complex, end-to-end

公公公

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

I People

appreciated and supported.

We prioritize relationships, growth, and long-term

cooperation, creating space for personal development, while fairly recognizing and rewarding individual contributions and needs.

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

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

Analyst

Jonas Samuel Schenk

the solution in action.

POWERED

BY #TEAMWORK

experience, knowledge, and expertise. This project they undertake. allows us to maximise business value for our clients and ensure the success of every project. Close collaboration between IT and

transformation projects for clients in the finan-

cial services industry. We analyse, advise,

design, and implement complex solutions. We

always deliver on our promises thanks to our

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 initia-

tives. We believe in continuous improvement and provide training to our teams, ensuring we remain at the forefront of industry

innovation.

by people.

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

Łukasz Kostrzewski

Business Specialist 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 onboarding. After the introductory days and the first couple of weeks spent on the trainings

employee value propositions (EVP) pillars are teamwork, growth, flexibility and stability! DRIVEN BY #PEOPLE

We want to create the optimum working

environment for them, which is why our

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.

BOOSTED

FOR #GROWTH

BY OPPORTUNITIES

BY #FLEXIBILITY

ASSURED

BY COMPANY

#VISION AND #STABILITY

to different tasks.

..vou will get assigned

to a project's team.

you'll be assigned to a specific project — discover how the journey unfolds next.

(1) As a new Sollers...

inis approach ensure: development opportunities different technologies. You can for every employee. At Sollers, we maintain a flat organizational

...after completing all your

mandatory trainings...

triggered by project needs. We want to stay connected, regardless of our geographic locations. This global map illustrates our numerous business entities worldwide, highlighting our commitment

You have the chance to work on both external and internal projects, potentially including international ones with travel perks!

Depending on your skills,

you can be assigned

to different roles

which can lead

The right mix! we make sure that in each team we have people with different level of skill and experience.

When assembling new

Sollers for a project's

team, we primarily focus

on their experience.

switch projects if you're looking for new challenges or feel uncomfortable, though not always right away. Changes may also be

UROPE

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. NORTH AMERICA

Barcelona

Białystok

Cologne

Gdańsk

Cracow

Lublin

London

Paris

Poznań

Szczecin

Valencia

Warsaw

Wrocław

Toronto

Chicago

to fostering a sense of community that transcends borders.

Tokyo

IAPAN

Kuala Lumpur

MALAYSIA

Additionally, we hold **Brown Bag sessions**

during lunch breaks - lectures on various

topics broadcasted across locations, accom-

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

Sandra Ellinger

We also offer a comprehensive benefits

package, which varies by country and is

tailored to the specific needs and possibilities

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.

of each location.

Consultant

trainings sponsored by Sollers.

panied by pizza.

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. 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

Flexibility and stability

and discuss project standards.

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

We know that a stable work situation allows

for greater commitment to work responsi-

standards.

bilities.

of excellence.

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. Career paths guidance Every journey begins with a first step, but it's

good to know where you're going, isn't it?

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

This_allows Sollers to move up the career ladder with an understanding of the logic of the process. New place, new people, new responsibilities – anyone can feel overwhelmed. That's why every fresh-faced Sollers is accompanied by

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."

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.

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 exper-

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

Building a close-knit team involves cele-

brating meaningful life events, not just

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

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

Mateusz Micał

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

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 summer parties,

family picnics and the Beaujolais Nouveau

We like each other and enjoy spending time together - even outside the office. Thanks to

co-funding, we go to the cinema, theatre,

Since I joined Sollers, I have felt that the people I

work with always had my back. They always shared, taught, and helped me during the process

and contributed a lot to my progress to become not only a better developer but also a better person.

I also liked that our office in Japan is really

Julius Fernando

IT Specialist

workshops and sporting events together.

I Families included

I Cultural events

I thrive both professionally and personally.

Consultant

performance-related ones.

I Anniversaries

I Special life events

days off.

development.

a coach from day one. ience of the new workplace. Post probation, **ongoing feedback** continues, emphasizing the importance of project-specific input, sourced and gathered from the individuals you collaborate with daily. Feedback flows in all directions - also from team members to leaders, among peers, and among

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! I 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

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

To further encourage a culture of responsi-

bility and commitment, we reward individuals who take responsibility for specific areas

the company.

I Achievement badges

and financial bonuses.

I Bonuses and rewards

Team-building initiatives

of our business.

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! I First Thursdays We regularly (about 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

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.

I Project team meetings

a relaxed atmosphere.

I Ad hoc team-building trips

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. I Company team-building trips

First Thursday

First First Thursday Karaoke **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. We've also launched a volunteering crew called Sollers Change Makers, which anyone

company.

can join from the very beginning in the

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. **Ping-Pong Tournament**

First

Thursday

Summer

Party

international, with a mix of people from different backgrounds, which gave a different perspective on how people tackle problems.

Family picnic **First First** First **Thursday** Thursday **Thursday**

> **First Thursday**

Beaujolais

Nouveau

Party

Any more

Christmas

ideas? 😁

First

Thursday

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.

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

values - especially when it comes to integrity, fairness & and work-life balance. Plus, the community. I Irina Ovcinicov 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

to welcome you aboard!

our values align with your personal and professional beliefs, and that this is the environ-(}sollers ment in which you can thrive, we're excited

Why did they decide to #rejoin? " " Strong sense of community. Because at Sollers, I always felt part of a team - the company, project, and office - and had I João Tomaz the opportunity to work on projects that matched my interests and specialization. " I Kacper Stępień I guess I have returned because I have a strong need to work in a place where I share the same " **I Mariusz Kowalski**

Cohesive teams of motivated individuals, not a collection of individualists in a rat race. For an ongoing look at our culture and lifestyle, stay connected and follow us on: