

DataArt Values, Benefits, Policies

People first

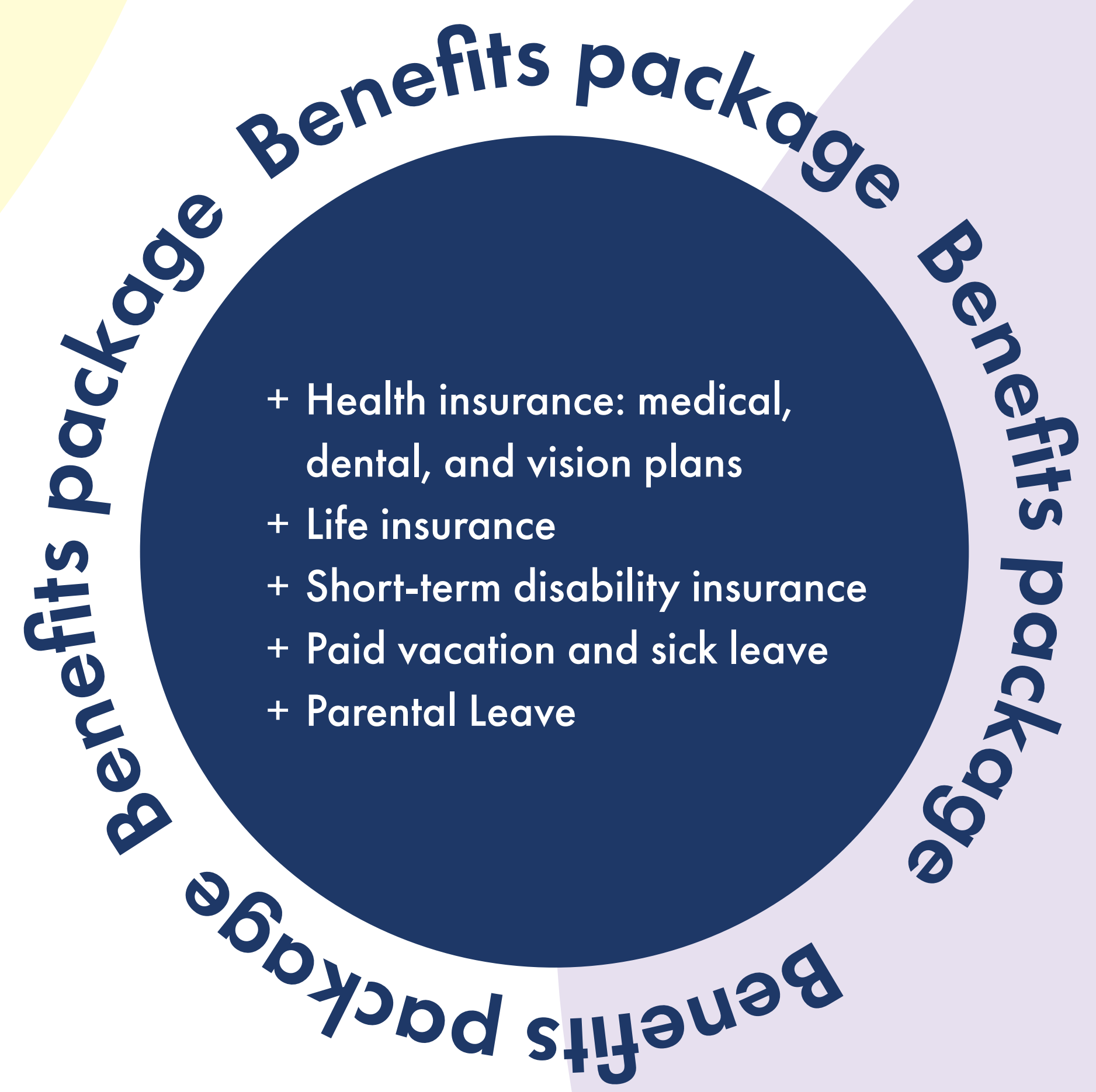
- + Commitment to people is by far the highest value for DataArt
- + 95% of Glassdoor reviewers would recommend DataArt to a friend as a place to work
- + DataArt offers a rare work/life balance (Glassdoor work/life balance rating of 4.7)
- + DataArt invests in long-term relationships with its employees
 - › Projects and roles may change, but our employees stay with us
 - › Low staff turnover

Flexibility

- + Minimum bureaucracy
 - › Minimum formal processes
 - › Most processes require little administrative effort (e.g., vacation is arranged through a simple electronic request and approval)
 - › Agile decision-making
 - › Anyone can suggest changes, propose alternatives, and change things
- + Flexible work schedule
 - › Flexible hours
 - › Easy time-shifts
 - › Work-from-home arrangements (subject to coordination with the supervisor)
 - › Absence (if not damaging to a project) can be arranged simply and on short notice
- + Well-organized system of administrative services
 - › Accounting, legal and compliance, office management, and HR are organized to provide convenient and fast service to stakeholders
- + Flat, decentralized structure
 - › Lean structure — no excessive levels of management
 - › Anyone can seek help, ask questions, and make appointments with anyone else, including top management
 - › DataArt is organized around autonomous teams
- + There are very few strict rules within DataArt
- + While our values do not change, rules and policies are subject to discussion and change in response to changing context and circumstances

Expertise

- + Highly qualified professionals
- + Supportive learning environment
 - › Numerous professional communities and Centers of Excellence
 - › Internal education system with various centers of knowledge focused around: industries, technologies, project management, delivery methodology



Trust

- + We don't believe in control or surveillance
- + We avoid micromanagement
 - › We trust our employees to do their best and to take ownership of their work
- + Clear, universal rules and policies
 - › All rules and policies are clearly formulated and apply equally to all employees
- + Open and accessible management
 - › Management is open to new ideas, initiatives, and experiments
 - › Management communicates and explains decisions
 - › Feedback-oriented system with satisfaction surveys
 - › High level of trust and support for management (100% approval rating of management according to Glassdoor)

DO'S and DON'TS

All activities inside DataArt are divided into three types

1 — Things and actions that we encourage and support

Things that contribute directly to DataArt's development and professional activities of the staff. This can be any educational initiative or professional community action.

2 — Things and actions that we respect and don't interfere with

This is what our colleagues want to do: take part in various clubs and groups unrelated to work and office entertainment.

3 — Things and actions that we want to eliminate

Things that interfere with DataArt's business, or our employees' work: bureaucracy, hierarchy, everything that can be considered aggressive and disrespectful towards others, and everything that damages our brand identity.