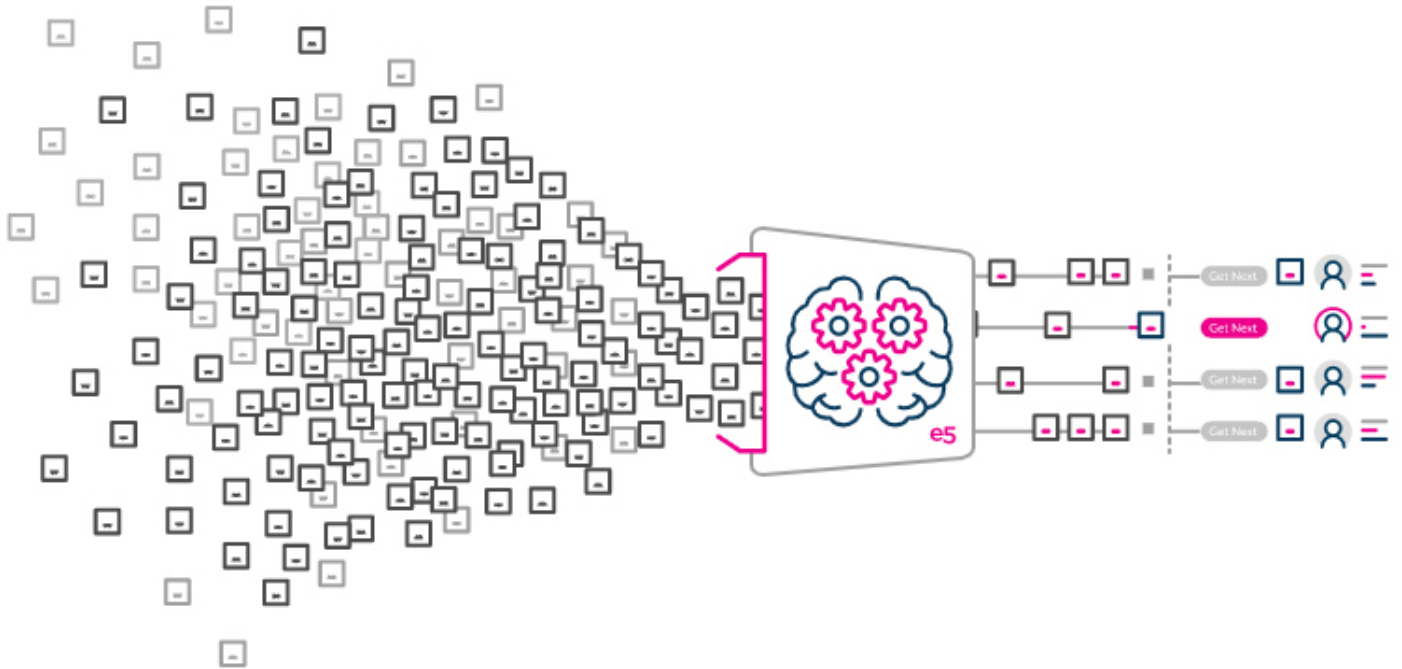


OUR EMPLOYEE VALUE PROPOSITION



WHO WE ARE

Our Purpose

We focus human potential

Our Big Hairy Audacious Goal

To be the leader in priority processing globally

How we behave

As a family with passion, openness and always willing to go the extra mile.

YOUR EXPERIENCE AT e5 WORKFLOW

You will meaningfully contribute to our success

You will build relationships and connections that are deeper than the superficial

You will have autonomy in your work and control over decision-making

You will be seen and have accountability for your output

You will master and improve your skills

ON A SCALE OF 1-5, HOW LIKELY IS IT THAT YOU WOULD RECOMMEND THIS COMPANY TO AN EX-COLLEAGUE/CONTACT?

4.4



Taken from 2023 anonymous Employee Engagement Survey

The following comments are taken from our employees as responses to our 2023 anonymous Employee Engagement Survey

YOU WILL LOVE WORKING AT e5 IF

You like change.

You seek professional challenge in your workplace environment.

You like freedom of expression in a team that listens and acts.

You are independent and can manage your tasks.

You enjoy a dynamic, sometimes challenging workplace, which still offers good work/life balance.

You appreciate a company that cares enough to do multiple surveys because they care about the wellbeing of their staff. HR presence is strongly seen.

You are tired of wasting time in transportation every day. Or, if you care about work-life balance. Or if you are keen in learning while working. Or, if you like challenges at work.

You like working remote, having control over your career and role.

You enjoy working in a small environment with plenty of opportunities for using initiative and creative problem solving.

You are keen on working with new technology stack.

You're willing to stick out the steep learning curve!

You want to see your work make a significant impact to the success of the company and value autonomy in your role.

You like opportunities to make a difference.

You enjoy learning quickly.

You enjoy being part of a collaborative and supportive team. You are passionate about continuous learning.

You enjoy a fast pace environment and supportive team. You are passionate about continuous learning.

You love to be given autonomy to do your best work, if you love working remotely and having flexibility during your work week. Working with a bunch of people who are smart, professional and fun.

OTHER BENEFITS

Employee Assistance Provider with free counselling

Annual Flu Vaccinations

Annual Skin Checks

Assistance with Private Health Insurance (payment of excess for in patient stays)

Unlimited access to technical development courses via Pluralsight – with over 7000 courses in Development, IT OPs, Security, Data, Cloud, Testing, Agile, ML/AI and more.



YOU WILL HATE WORKING AT e5 IF

You expect your day to turn out as planned.

You don't have a personal drive to succeed.

You are a very social person that likes to be surrounded by people in the office.

You can't get your mind around complex ideas.

You hate timesheets!

You want a typical corporate structure and style.

You like the anonymity for a large organisation and not having to take ownership for work.

You are not experienced in working in an agile work environment.

You hate learning new things.

You specifically seek in-person interactions or a strong social element in your work environment.

You prefer to be micro managed or don't like responsibility.

You are not a very hands-on tech person.

You don't like a fast moving environment where you'll be working on multiple different projects at the same time and will have to juggle competing priorities that regularly change.

If you do not want to be challenged in your work and if you do not like being accountable for your results.

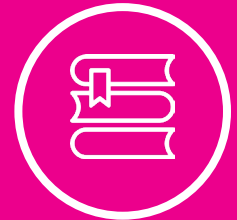
THOSE WHO SUCCEED AND FLOURISH AT e5 WORKFLOW



Strive to learn and grow by embracing challenges, engage in purposeful practice and learn from feedback, mistakes and setbacks
(Resilience mindset)



Strive to learn from others with humility, taking time to understand the factors that influence complex problems believing that effort can result in improvement of skills
(Learning mindset)



Are naturally curious and open to change, actively seeking answers through new ideas, approaches and differing perspectives
(Innovation mindset)