

Empowering passionate experts to solve complex challenges

TAIJA LEHTOLA

EVP, Human Resources



We are redefining work to answer to the needs of today's experts

Working life trends impacting our business

Technology and digital transformation

Flexibility & well-being

Diversity, equity, and inclusion

Skills development and lifelong learning

Meaningfulness of work

Voluntary turnover



SITOWISE EMPLOYEES

- **2,200+** employees
- **200+** educational backgrounds
- In **35+** locations
- **96%** of personnel have had development discussions*
- **Most employees** working in hybrid role
- **7%** of personnel using flexibility in form of working part-time
- **10%** of personnel students*
- **86%** of people leaving us consider coming back*

*Finland data

We aim to be the most desirable and equitable employer

Existing strengths we build on

Best Community:

- values guide our work
- strong team spirit
- well-appreciated leaders



Best Experts:

- committed, proud and trusted
- understanding the needs of clients



Best possibilities:

- meaningful projects
- learning possibilities
- taking in young experts



Areas where we want to further improve

- wellbeing & psychological safety
- coaching leaders to empower people



- innovation & passion
- widely recognized employer brand



- development & career opportunities
- faster onboarding up-to-speed



KEY FIGURES

	2022
Voluntary turnover	14%
eNPS*	30
Opportunities to develop**	4

	2025+
Voluntary turnover	Declining trend
eNPS*	Growing trend
Opportunities to develop**	Growing trend

Personnel survey 2022:
 * range -100...+100
 ** range 1-5

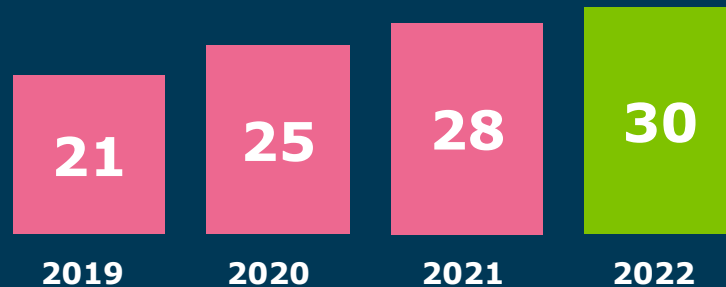


The most **innovative**

Building culture which encourages people to seek new mindsets and ideas

"I recommend Sitowise as an employer"

eNPS



Scale -100...+100



NPS 2023

32

Scale -100...+100





The most **sustainable**

We employ unique people who together make a significant impact

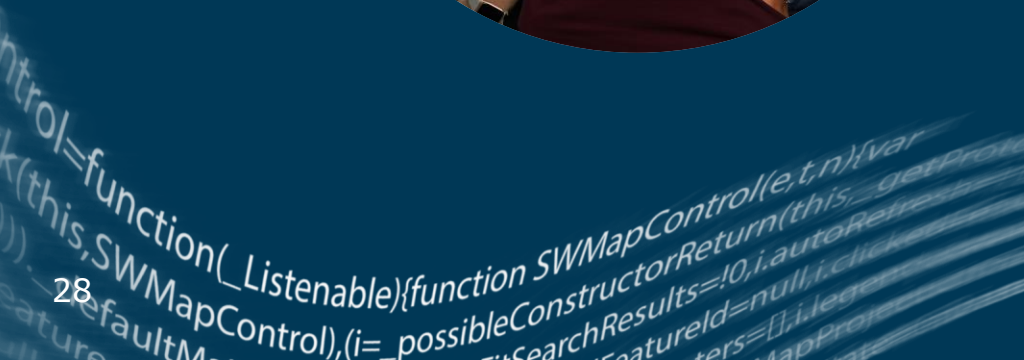


Positive progress in internal sustainability

The scores that were improved the most in employee survey

- 4.1** At my workplace, everyone is treated equally (+0.14)
- 3.8** I know how to affect sustainability in my work (+0.14)
- 3.4** In projects we discuss also about sustainability issues (+0.19)

Employee survey in May 2022. Range 1-5 | (since previous year)





The most **efficient**

Finding the Smartest ways to work

Optimizing work

- **Balancing utilization rate on optimal level** for long term success with learning and building the best culture
- Giving experts possibility to concentrate **on meaningful work** by finding smartest ways to work

Sales excellence

- Proactive efficient sales model
- Sales activity level, processes, account management and pricing
- Key goal is **high customer satisfaction**

Work brings wellbeing

- Encouraging for being part of the work community as yourself
- Everyday works: roles, structures, goals, tools, processes
- The work community strengthens well-being
- Support for individual well-being

