

# CHOOSE A CAREER WITH LOADS OF EXTRAS

We welcome you to an international community that is transparent, shares knowledge and is eager to grow.

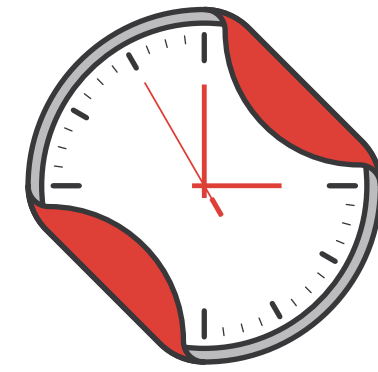
We trust each other, follow these values in all our workplaces, and aim to engage new Netceterians who care and believe in the same.

Here is a selection of benefits and activities that we offer.

Location-specific benefits: North Macedonia



## OUR WORK-LIFE PHILOSOPHY



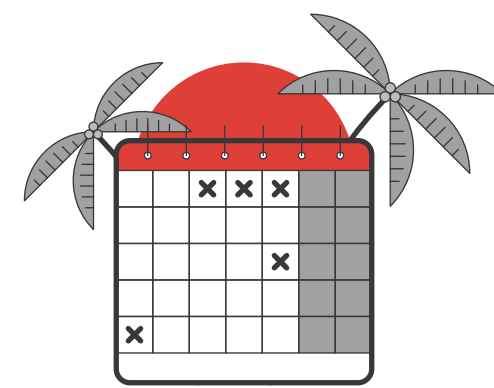
### Flexibility

Adjust your time to work efficiently, be it working hours, part-time options, home office or unpaid leave



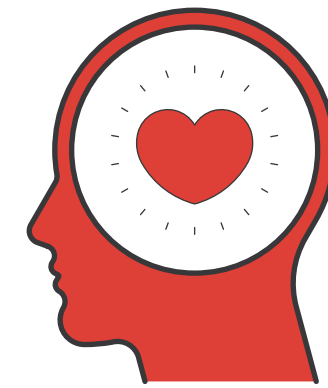
### Employee Tenure

We celebrate our long-term employee careers and reward loyalty



### Extra Vacation Days

Need to take some extra time off? With us you have the possibility to activate 5 additional paid days per year on top of your vacation plan



### Mental Well-being

Counselling by psychotherapists designed to help Netceterians achieve personal and professional balance



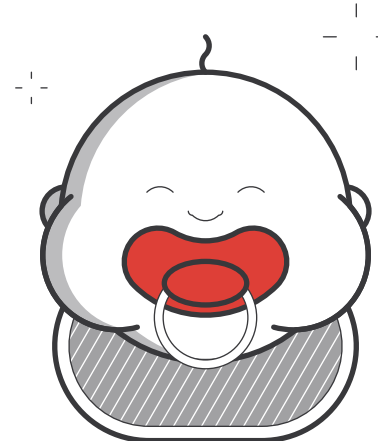
### Parental leave

We welcome your newest family member and support you as new parents with additional free weeks with the full salary



### Private Health & Family Insurance

The company policy covers a private health insurance plan for you and your family



### Childbirth Coverage

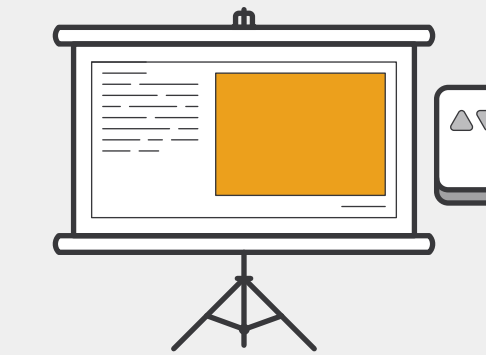
We offer a childbirth coverage plan

## ENRICH YOUR FUTURE



### Yearly Education Fund

We strongly believe in continuous development and would love to see you enrich your knowledge. Every Netceterian has a dedicated yearly fund to invest in their professional and personal development through conferences, courses, lectures, or long-term education



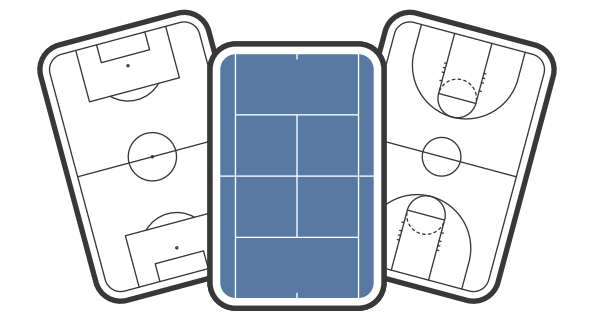
### In-house Training

We foster mentoring and coaching. Our in-house Netcetera University organizes certified courses and offers a variety of training for every Netceterian



### Library

Found a book or a magazine that you would like to add to your reading list? We make literature procurement easy and free



### Sports Card

Free of charge sports card for gyms, spas, yoga studios, healthy food restaurants and snack bars are available for you



### Meals & Snacks

Enjoy a lunch allowance each working day, free fruit and drinks at the office



### Latest Tech & Netcetera Swag

iPhone or Android? We got you covered! Your company phone comes with a subscription for professional and personal usage. Also, enjoy the company swag throughout the year



### Physical Well-being

Your physical well-being is important. Our modern offices are fully equipped with standing desks, ergonomic chairs as well as fun rooms and healthy snacks