



## GLOBAL PERKS AND BENEFITS

# Connecting people to what matters



Get what you need every day – and in the moments that matter the most – through holistic and thoughtful recognition, flexibility, development, wellbeing, and purpose. See what we've activated for our people globally, and remember you have regionally-based perks and benefits too!

## 360° wellbeing. Supporting your health, holistically.



### Global gratitude and recharge days

Rest and recharge ping-free, with four global, companywide days off annually.

### Live happier and healthier

Receive confidential counseling, guidance and resources with our Employee Assistance Program.

### Stay connected anywhere

Get the support you need to stay connected, with a virtual working allowance for phone, internet, and other needs.

### Be kind to your mind

Reframe your stress with calm and balance in Headspace through guided meditations and mindfulness techniques.

### Get social

Expand your network through Donut and use #virtual-coffee to meet new colleagues.

### Have comfort

Attend annual ergonomic assessment sessions to ensure your physical comfort and safety – wherever you work.



## Reinventing flexibility.

Making work work for you,  
no matter where you are.



### Workplace flex

As a global, virtual-first workplace, we trust and enable you to get work done when and where suits your needs.

### Taking care of new parents

Being able to focus on your new family is important, so we give you flexible options to welcome your little one, amounting to three months+ fully paid leave for primary caregivers and one month for secondary.

### Office perks at home

Receive the tasty treat perk of being in an office at your doorstep instead, while enjoying a picklist of tech needs upon hire to equip your home office.

## Activating recognition.

For the big things and the everyday.

### An award like no other

Make a major impact and be one of four annual Impact Award winners, receiving a bonus, a charitable donation, and an all expenses paid trip.

### Be legendary

Instant peer recognition for our Legends of the Month - culture drivers, customer advocates, and people who go the extra mile for their teams and customers.

### When you stay awhile

Rewarding your service on major employment anniversaries.

### Good vibes

Make someone's day with witty e-card recognition.

### Bring your friends

Refer a friend, earn a bonus.

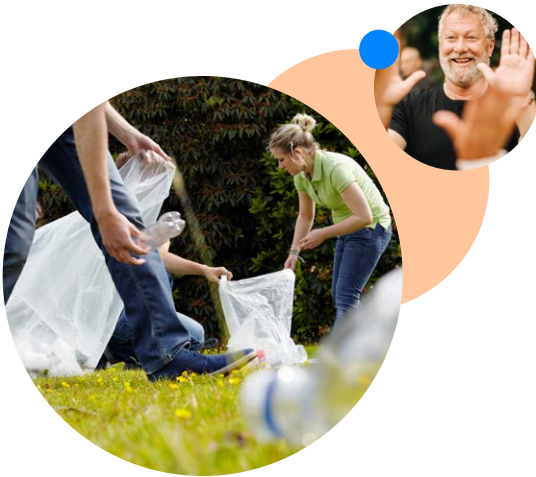
### Be an inventor

Innovation incentivized with cash through each stage of patent attainment.



## Engaged purpose.

Who we are,  
what we stand for,  
our contribution  
to the world.



### Be you, and be supported

We support and promote the affirmation, equality and visibility of each of our colleagues, while fostering community and enabling professional development through various employee resource groups.

### Intercultural learning and celebration

Engage in the cultural celebrations and identities of our global workforce, while learning about the incredible people at Nintex that represent them, through our culture committee.

### Community impact

Enjoy paid volunteer time annually to effect change in your community however matters most to you.

### Giving back

We match each of our people's charitable donations up to \$100 USD annually and maximize the impact of your giving with company-matched campaigns.

## Inspired development.

Empowered leadership,  
catalysed learning, led by you.



### A better way to work and grow

Enjoy regular check-ins, clear objective setting, and collaboration across your team, ensuring your contributions are known and your goals understood, using Betterworks.

### Learn limitlessly

Choose from thousands of course selections for your personal and professional growth, with multiple online learning options.

### Get Nintex-smart

Take Nintex-specific training and gain product certifications, regardless of your position in the organization, with Nintex Learning Central.

### Making better managers

Managers engage in monthly training and enjoy a tailored onboarding series, a toolkit to support all aspects of their success and journey, and access to curated trainings on a specialized, paid-for platform.

### So, you want to be a manager?

Learn with other aspiring managers through learning workshops that prepare you for your leadership journey.

### Time to develop your own way

Take some time away for your development, in support of your career, with study leave.