

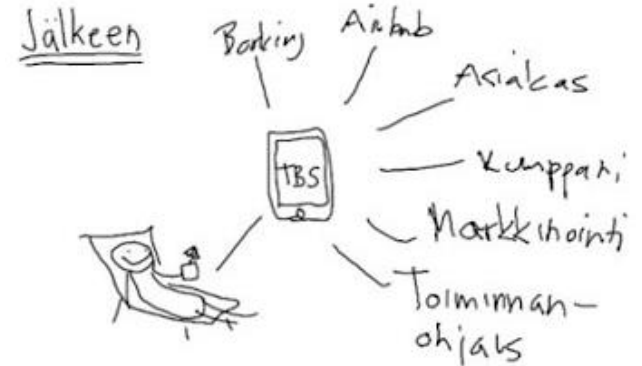
*moder*

**The Mökkikirja**

# What we had in mind when we founded Moder.

Moder is the genuine answer to a real need.

In 2019, we observed that the tourism industry was lacking a high-quality digital tool that would allow travel companies to manage their entire business easily and professionally. The existing solutions were outdated, difficult to use, and did not meet the needs of modern travel companies or today's travelers.



# Our purpose

Mission, Vision & Values



# Mission

Make travel sustainable and easy by offering the best digital tool.



# Vision

Travel company's best tool to operate every aspect of their business with ease and efficiency.



# Values

**We build for our customers** not for us or our investors.

**We take responsibility** for our actions, the environment & climate and people working for and with us.

**Culture is key** in building the company we have always wanted to work in. We believe the best in people and don't work with assholes\*.

*\*Applies to hires, partnerships, investors, etc*



MODER

# Our product philosophy.

**Customers know the problem,** we need to figure out the **solution.**

**Scalable digital platform.**

**No custom for customers.** All features need to benefit the platform.

***Our success is determined by our product.***

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# Our principles

We expect that all our employees agree to these general principles of human behaviour.



# Come as you are

We strive to create a safe and inclusive work environment where everyone is respected and valued.

We believe that **diversity and inclusivity** are strengths that help us build a better product, society – and world.

**We don't make any assumptions** about anyone's ethnicity, beliefs, gender, sexuality, health, ability, or social class.

We are committed to **providing equal opportunities to all** and ensuring that our workplace is free from discrimination and harassment.

We **welcome and celebrate differences**, and we believe that they make us stronger as a team.



# Zero tolerance.

We have zero tolerance for harassment and inappropriate behavior of any sort.

**All instances of harassment will be addressed.**

To ensure timely intervention, please contact Anu or Matti immediately, if you experience or witness any form of harassment.



# Climate and environment.

We want to save our planet. That's why:

**We don't fly**, unless we must (then we compensate with SAF).

**We calculate our CO2** emissions, minimize and compensate the rest.

We offer **CO2 calculation** and other sustainability features as part of Moder to our **partners**.

**We design low bandwidth** products. They are sleek, fast and smart. And minimize our operations' CO2 emissions the most!



# Working culture

How we do business at Moder



# We, the Moderinos

We're all about coming together, getting hyped about our common goals and achievements, and doing a little victory dance when we hit a big win.

We think everyone should be able to be themselves, because we know everyone's got something to bring to the table, whether it's a crazy new idea, a fresh outlook, or some old-fashioned constructive feedback. We love hearing everyone's thoughts and opinions, they will always be heard and valued.

We're all about creating an environment where everyone's included, working together, and showing respect. That way, we can all be our best selves and rock it out.

*moder*



# Teamspirit, woohoo!

We believe that working together and bouncing ideas off each other leads to better results and faster progress.

While we each have our own strengths and weaknesses, we encourage everyone to use their unique skills and talents to contribute to the team.

It's all about supporting each other and having fun while doing great work!





# The "No assholes rule"

1. **Respect** others and their opinions.
2. **Value** that we are all different.
3. Make sure to **behave** like a decent human being at the workplace.
4. Mistakes happen. Even children know how to **apologize**.



## Work & Life Balance.

We know that spending time with family and pursuing hobbies outside of work are important things.

We don't stick to the traditional 9-to-5 schedule (unless required by your position) and trust our team to manage their own time and workloads, so they can achieve their goals and still have time for the things they love.

We also provide our employees with six weeks of paid vacation to ensure they can take the time they need to recharge and come back to work with renewed energy and focus.





## Openness à la Moder.

We believe that transparency is key to success, and everyone should know how we're doing as a company and where we're headed to ensure that we're all aligned and working towards the same goals.

We have regular meetings and discussions to go over our progress, challenges, and plans for the future.

We also review the position and size of our goalpost together regularly to make sure that they are still relevant and realistic.



## **We do work that matters.**

We want our employees to truly believe in our cause and feel a sense of ownership in the company.

That's why we plan to offer all of our employees the opportunity to participate in our ESOP program.

We believe that when everyone has a stake in the game, we can work together towards even greater success.

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**Together we are Moder**