



***PARiMATCH TECH***

Best practices for Workplace Wellbeing

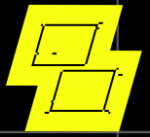


# Agenda

- Who We Are
- Corporate values
- HR Achievements
- Workplace Wellbeing
- Employee wellbeing categories
- Benefits at Parimatch Tech
- facilitating Workplace Wellbeing

# Who We Are

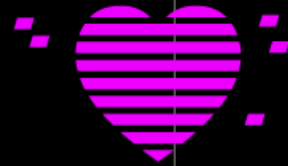
- Parimatch Tech develops tech and marketing solutions for the entertainment industry and the Parimatch brand
- Parimatch brand: founded in 1994
- A leader in the sports betting industry in the CIS region
- Cooperates with partners in developed and emerging markets
- Follows the principles of responsible gambling
- Headquartered in Cyprus
- More than 2800 employees
- Number of IT specialists: 960+



# Values



*FAMILY & TRUST*



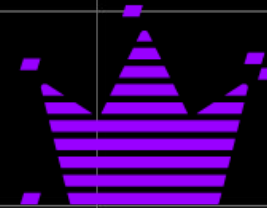
*BRAVE*



*TEAMWORK*



*TAKE OWNERSHIP*



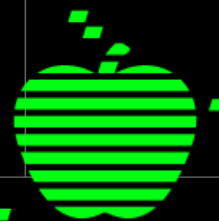
*SELFLESS*



*ADAPTIVE*



*CLEAN-LIVING*





# HR Achievements



## HR Certifications

**Best Workplace Winner**  
In Business Awards 2019

**Cyprus HR Awards 2020**



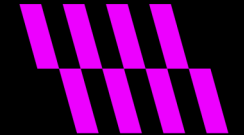
**Platinum**  
Workplace  
Wellbeing



**Gold**  
Learning &  
Development



**Gold**  
Covid-19  
Hr Action Plan







# HR Achievements



## HR Certifications



Great  
Place  
To  
Work  
Certified  
2021



OEB Sound Industrial Relations Accreditation  
2020



Europe's  
Best Workplaces™ 2021





# HR Achievements

## HR Certifications



In 2022 Parimatch Tech was recertified as a Great Place to Work™.



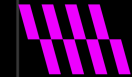
17th Best Workplace in Europe



On the 12th of May 2022 we were honoured with the No1 place in the small category of Cyprus Best Workplaces™ 2022.



- 2 Gold Awards in Health & Well-being - Excellence in facilitating work-life balance
- HR corporate Event of the Year.





# Workplace Wellbeing



Workplace Wellbeing relates to all aspects of working life:

- The quality and safety of the physical environment
- How workers feel about their work
- Their working environment
- The climate at work
- Work organization







# Workplace Wellbeing



- Traditional outlook on well-being: Access to medical care for employees
- Today's well-being: Programs to help a person feel happy and stay healthy





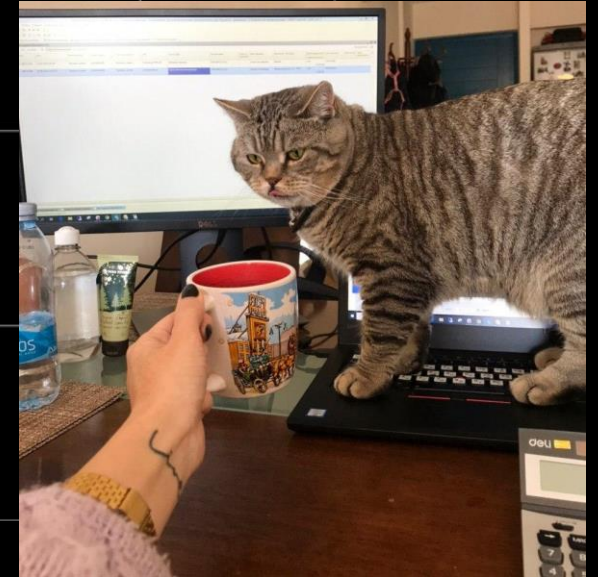
# Employee Wellbeing Categories



➤ Financial Wellbeing

➤ Mental Wellbeing

➤ Physical Wellbeing

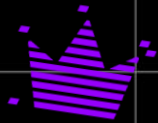




# Benefits at Parimatch Tech facilitating Workplace Wellbeing



- Hybrid remote work: The possibility of working remotely anywhere in the world.
- Benefits Cafeteria: Gym, extended insurance, dentistry, car maintenance, psychology services, kindergarten for employees' children - the list contains more than 15 different benefits to choose from, and the company covers all expenses.

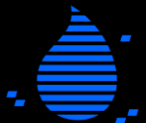


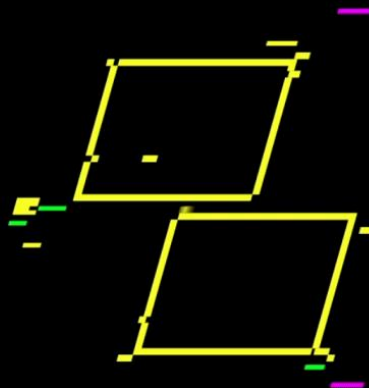
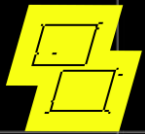
- Education budget: The company helps pay for its specialists' qualification improvement courses.
- Rewards: Regular bonuses, salary revisions, and even financial assistance in case of emergency.



- Volunteering: Each employee has 16 hours per year during working hours to volunteer.
- Complimentary daily lunches.

- Sports clubs, Arts & Crafts club and hiking club.





***PARiMATCH TECH***



**STYLIZED YELLOW AND BLACK CHECKERBOARD PATTERN**

