



# Join Fairown and Let's Build a Sustainable Future!

## Advantages

- Be part of a future unicorn company.
- Create a more sustainable world with our team of experts.
- Build your own innovative fintech product from scratch.

## Extra Days Off

- 30 days of vacation a year.
- Personal day - once a year, you get an extra day off for your personal matters, for example, your birthday or other important event.
- Innovation Day - once a month, you get a day off for self-development or learning to pursue your personal career.

## Health

- Choose between a sports compensation or health insurance:
  - a quarterly credit on Stebby platform. Use it for any regular sporting activity, event, or physiotherapy;
  - a yearly health insurance to take care of your mental and physical well-being.
- Glasses compensation - in every 2 years, we compensate your glasses based on the decision of the occupational doctor.

## Working Environment

- Phone compensation - once in 2 years, we compensate your phone purchase.
- Free parking permit near the office.
- Find a variety of snacks, fruits, and drinks in the office or use a weekly €15 credit to order in from WOLT.

## Personal Growth

- Take online trainings at Udemy platform to support your professional growth.

## Freedom and Flexibility

- Work remotely or part-time, if that works best for you!

## Let's Celebrate

- Team events to celebrate our milestones and anniversaries.

## Estonian Defence Forces' Leave

- If you're required to participate in trainings, we will fully compensate for your time away from work.