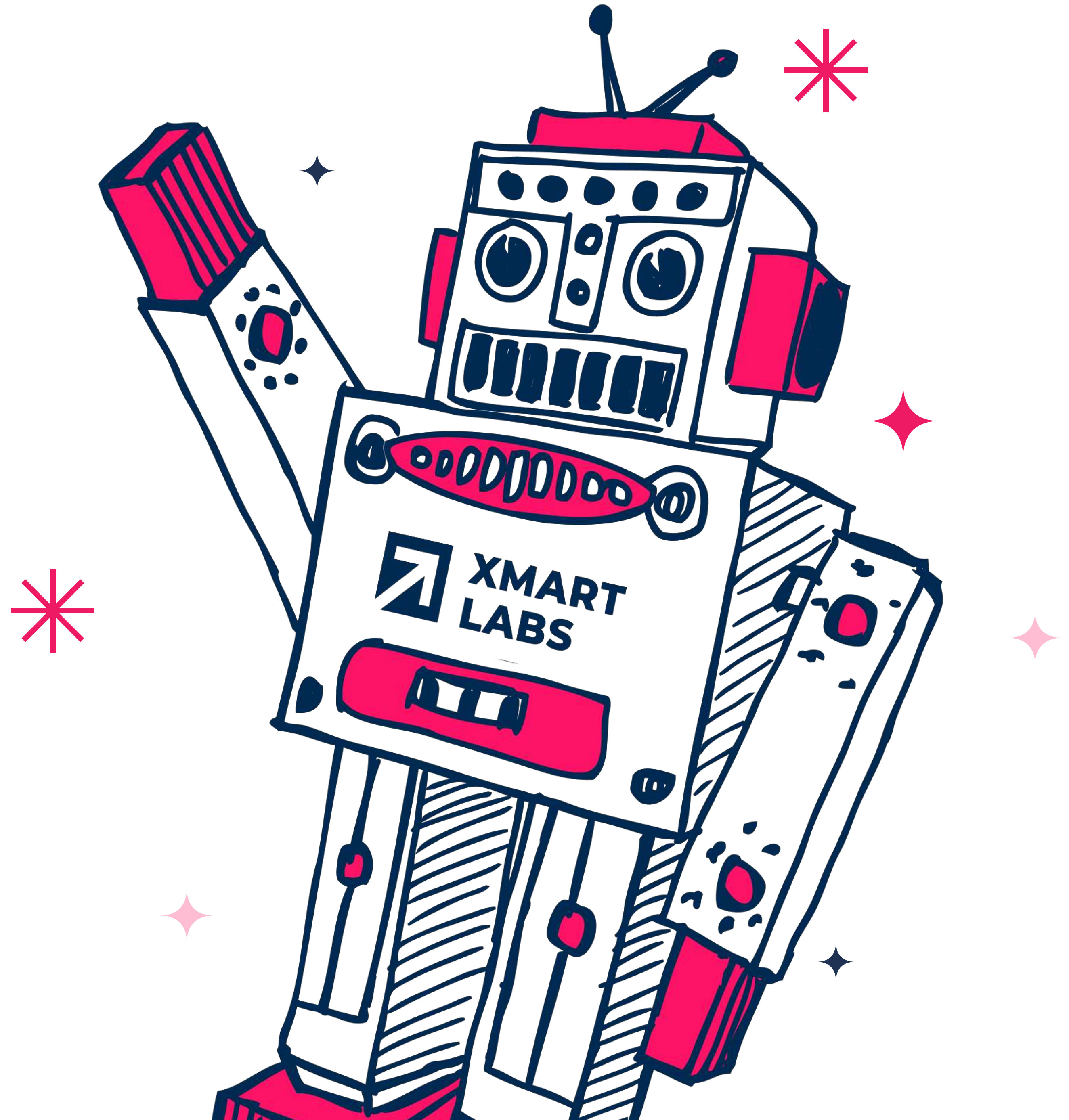




**Build your  
future  
xmartly.**



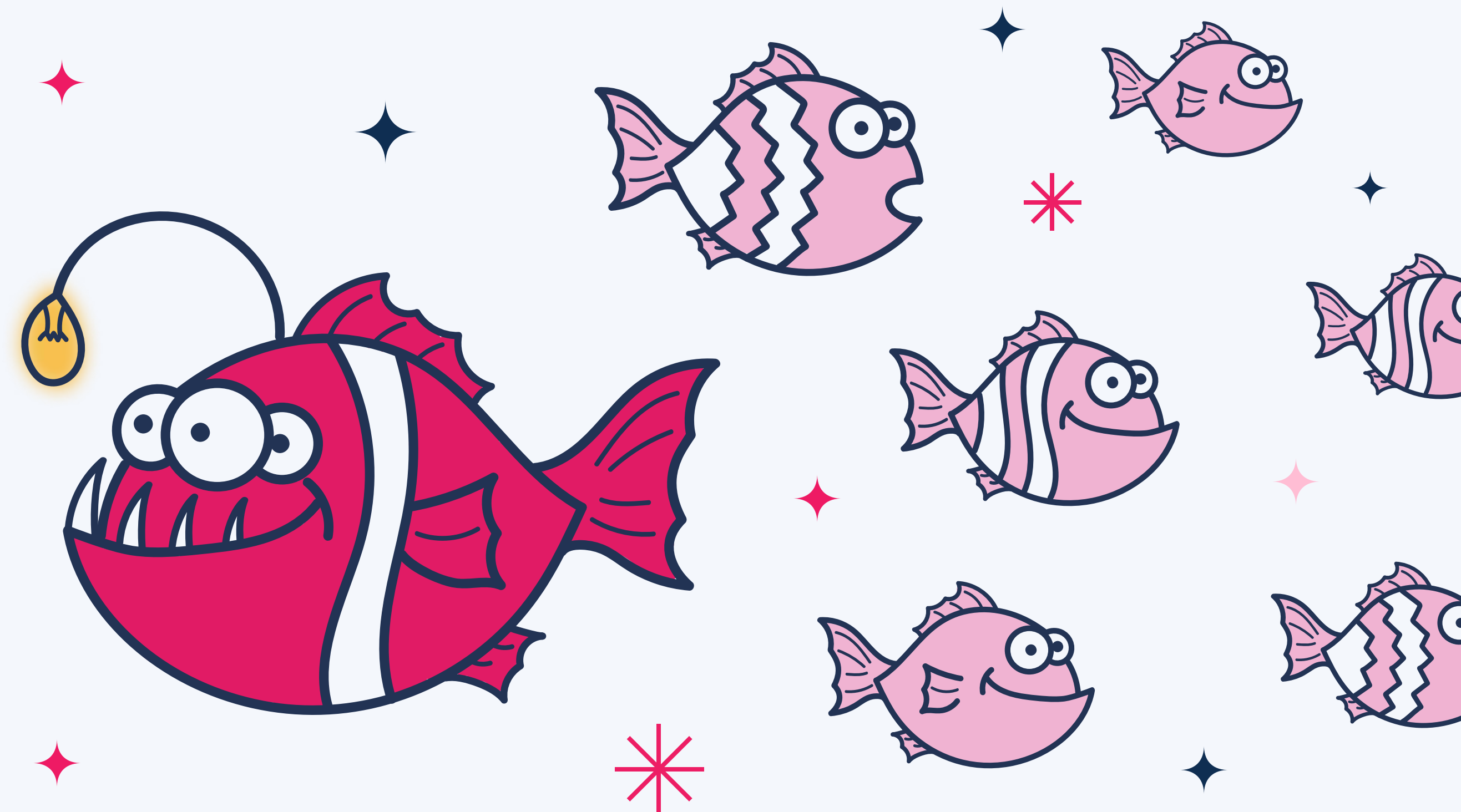
# Be Different. Be Xmart.

Since its inception, Xmartlabs has been **different**.

Xmartlabs exists to answer the question  
"**What would it be like to work in the place  
of our dreams?**"

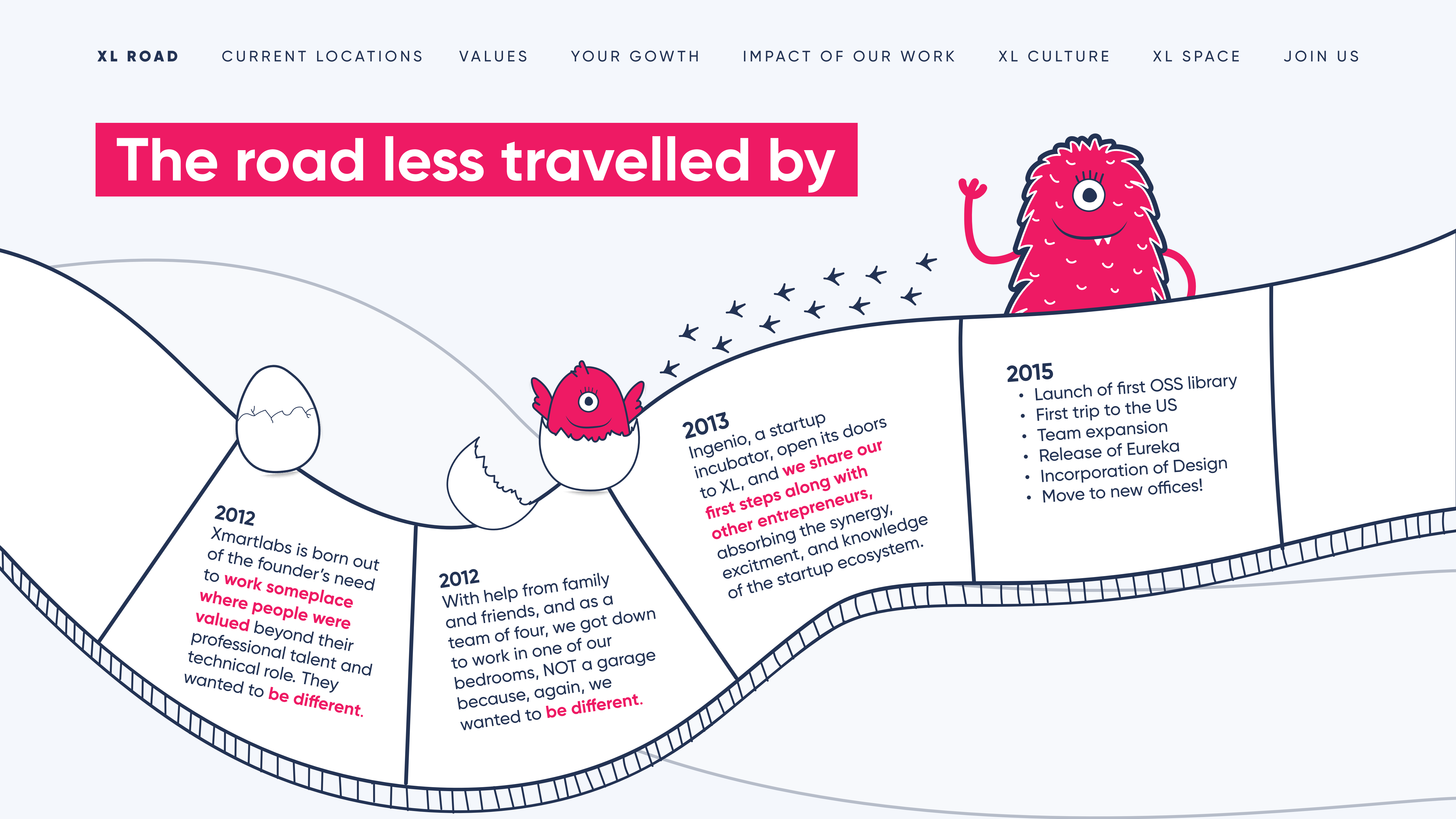
To achieve this goal, we created an environment  
that aims to **get the best out of each person**.

We wanted our team to feel **empowered** and  
**valued** in the work they do, and enjoy a **sense of  
purpose** that made them shoot for the stars.





# The road less travelled by



**2012**  
Xmartlabs is born out of the founder's need to **work someplace where people were valued** beyond their professional talent and technical role. They wanted to **be different.**

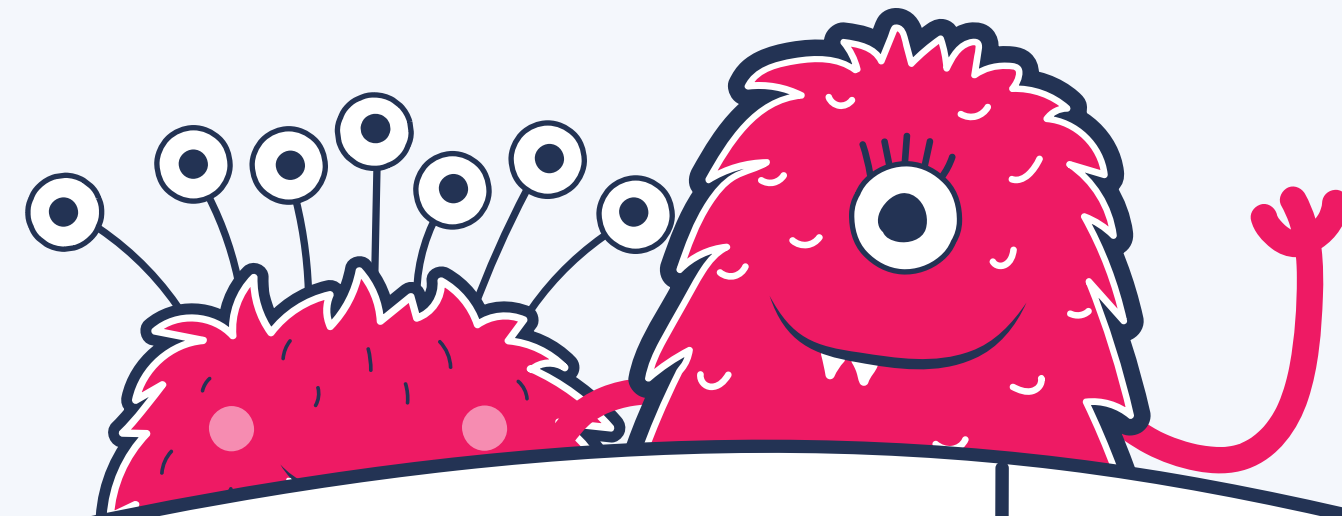
**2012**  
With help from family and friends, and as a team of four, we got down to work in one of our bedrooms, NOT a garage because, again, we wanted to **be different.**

**2013**  
Ingenio, a startup incubator, open its doors to XL, and **we share our first steps along with other entrepreneurs**, absorbing the synergy, excitement, and knowledge of the startup ecosystem.

**2015**

- Launch of first OSS library
- First trip to the US
- Team expansion
- Release of Eureka
- Incorporation of Design
- Move to new offices!

# The road less travelled by



## 2016/17

- Established startups as clients
- Release of Bender
- **Team expansion** 2.0
- Incorporation of Product Design
- Move to new offices! 2.0

## 2018 🏠

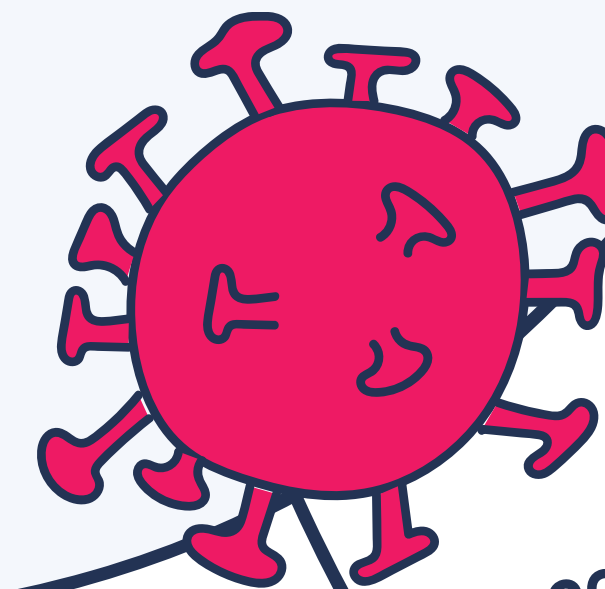
- **New home**
- Team re structure and **expansion**
- More trips more clients!

## 2019 🏠🏠

- Two homes to fit the team
- We **begin working with enterprise companies**
- Swiftable release

## 2020 🦠

- Remote team
- Internal products launch
- **Team expands abroad!**



# Current Location

Colombia

**04** people

Uruguay

**108** people

**2** offices

Argentina

**11** people

Co-Work spaces



# Our Values

## We enjoy what we do

We love our job and working together. Our passion for technology, innovation, and the constant search for new challenges, define us.

We strive to create a **friendly and relaxed workspace** where everyone feels comfortable, a happy team is a guarantee of impactful results.

## We work with amazing people

Besides collaborating with talented people, **we care about human qualities**. We listen, help, and mutually support each other. We are all about empathy, respect, and understanding. We always put people first, and shared goals come before individual ones.

## We encourage growth

We care about the development of each individual. We believe in the importance of giving everyone the **space, support, and opportunities to grow** and evolve within their own path. There is always room for improvement, and we seek to be better professionals and persons every day.



# Our Values

## **We do great work with accountability**

We work hard to create the alignment and clarity needed to **take ownership**. Everyone is trusted to provide valuable inputs and creative solutions. We are committed and take responsibility for the outcomes.

## **We share**

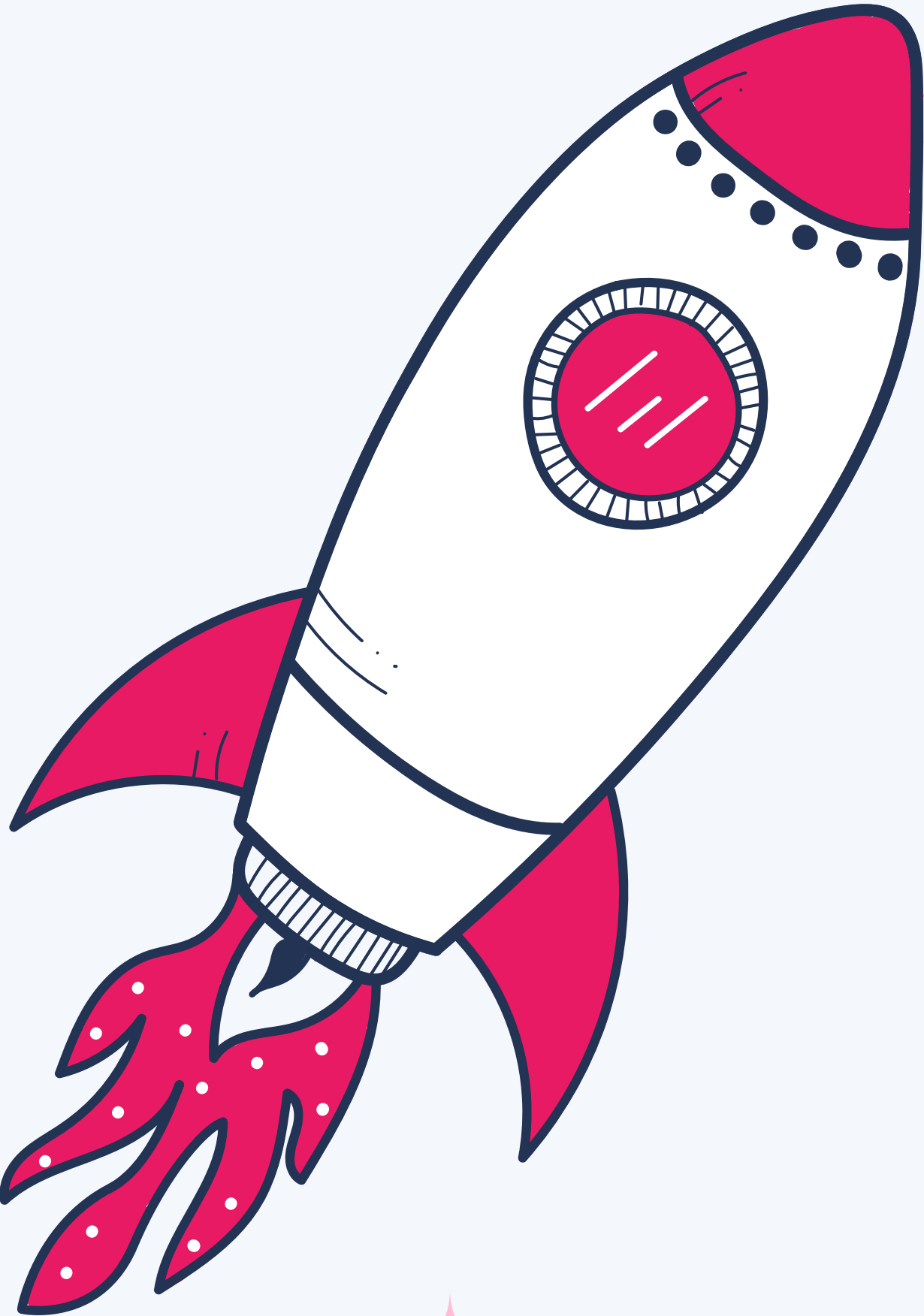
We want our work to be helpful, inspiring, and impactful, so we constantly share knowledge, best practices, and contribute to open-source. **The best work is done together**, and this goes beyond our organization's bounds. Besides getting better results, collaboration offers diverse points of view and generates creative ideas and solutions.

## **We communicate openly**

We work in a respectful environment with flat hierarchy teams; we take everyone's opinions into account and believe **everyone has something to offer** and deserves to be heard. Anyone on the team is just a message away.

# YOUR GROWTH

#WeGrow





# A place to thrive



An empowered team, aware of their skills, and seeking to generate new ones is the key to the **ecosystem** we aim to preserve/sustain.

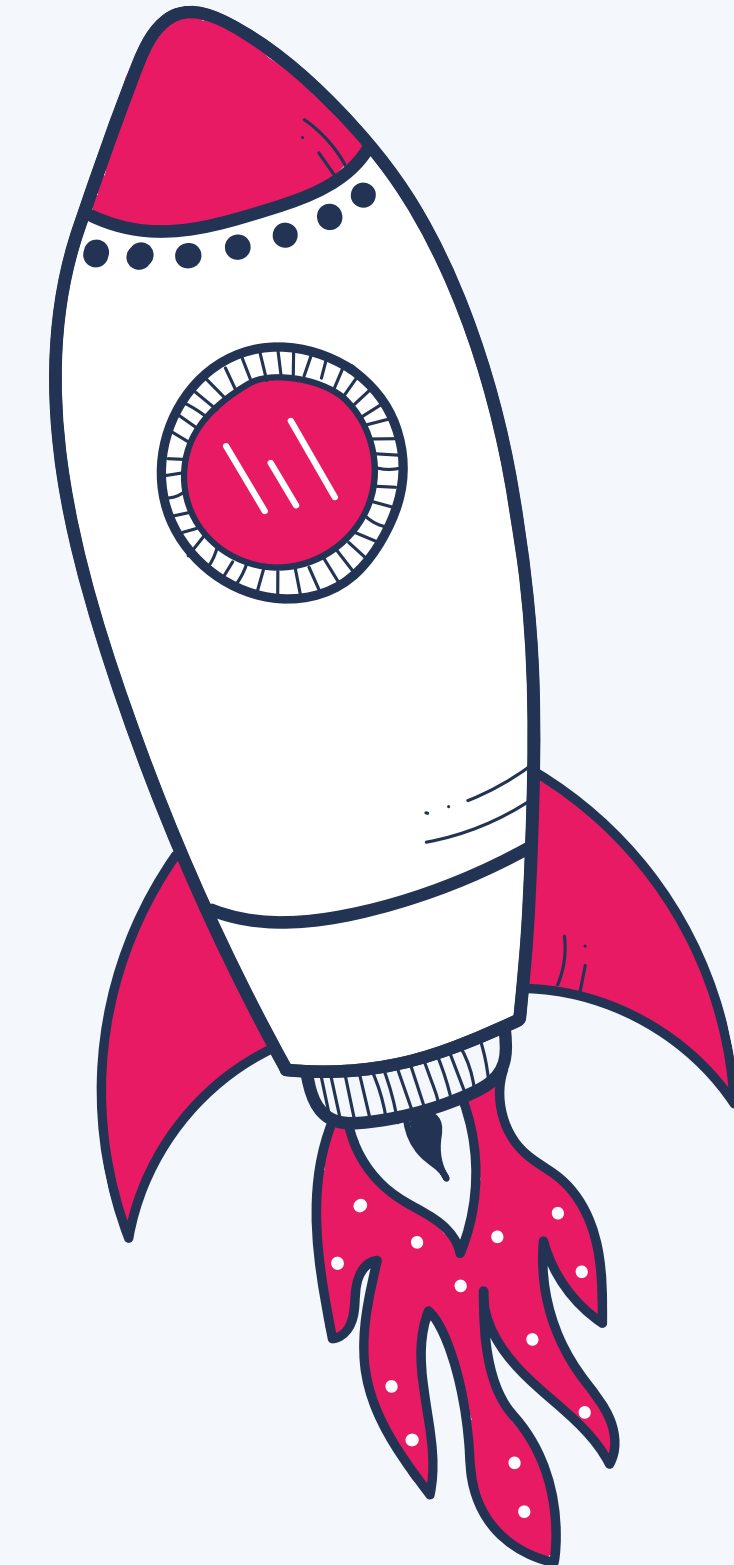


Through our trainings and mentorship program we look to pass on the knowledge from one "generation" to the other and **engcourage growth**.



We mape each team mate's skills so they can make the best of their habilities and talents while following a clear roadmap.

- Career framework through a DesignOps methodology.
- LinkedIn profile upgrade.
- Financing for trainings and event attendance.



# we're no civil engineers, but we build bridges

We look to create positive impact by **sharing our knowledge** and work through open-sourced software and exchanging with others in the community at industry events and meetups.

## we love our craft

We are trully passionate for technology, and we want to continue **challenging ourselves** with new ventures and projects.

Our internal initiatives allows to combine our love for technology with those causes or topics that move us.



# Join a team that builds products with impact.

**+10**

industries

**+9**

countries

fortune  
**500**

companies

**million**

users

## We've helped:



Democratize  
healthcare access



Contribute to sustainable  
development



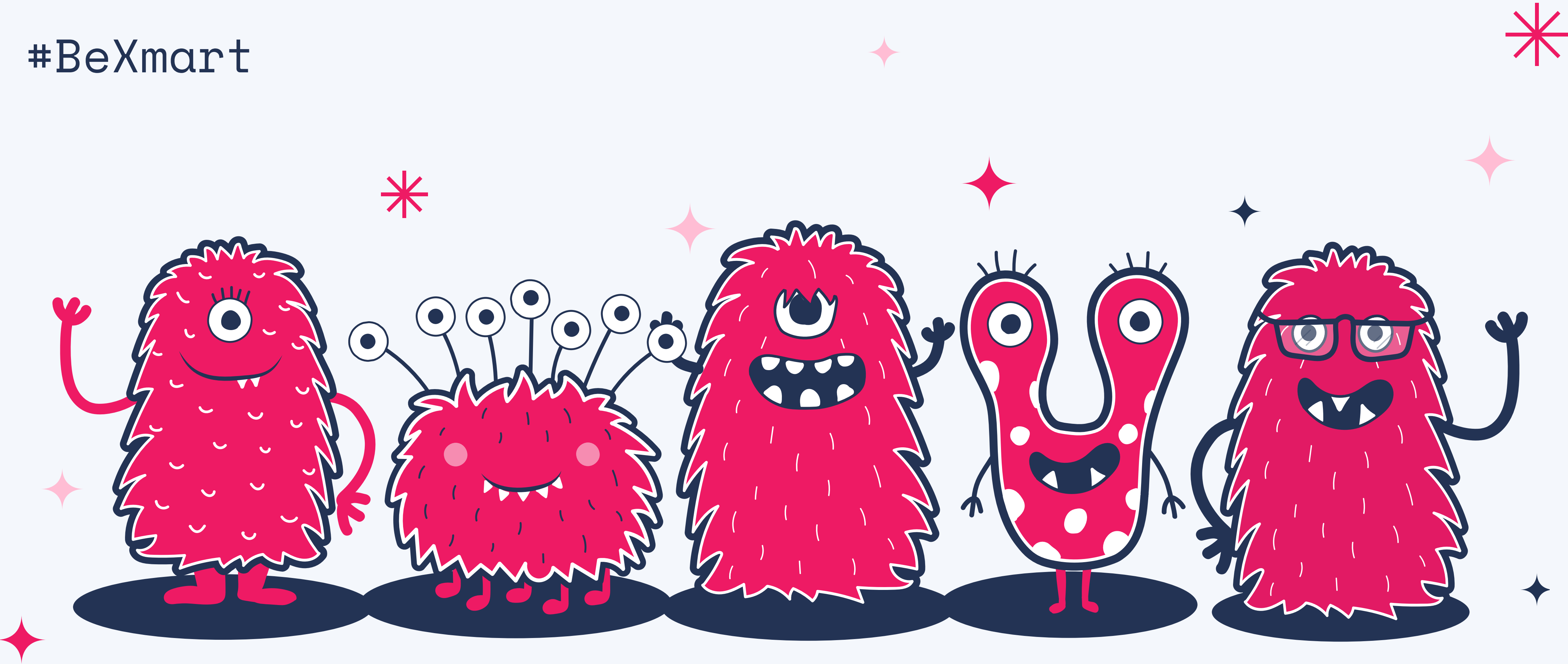
Give power  
to content creators

& more...



# XL CULTURE

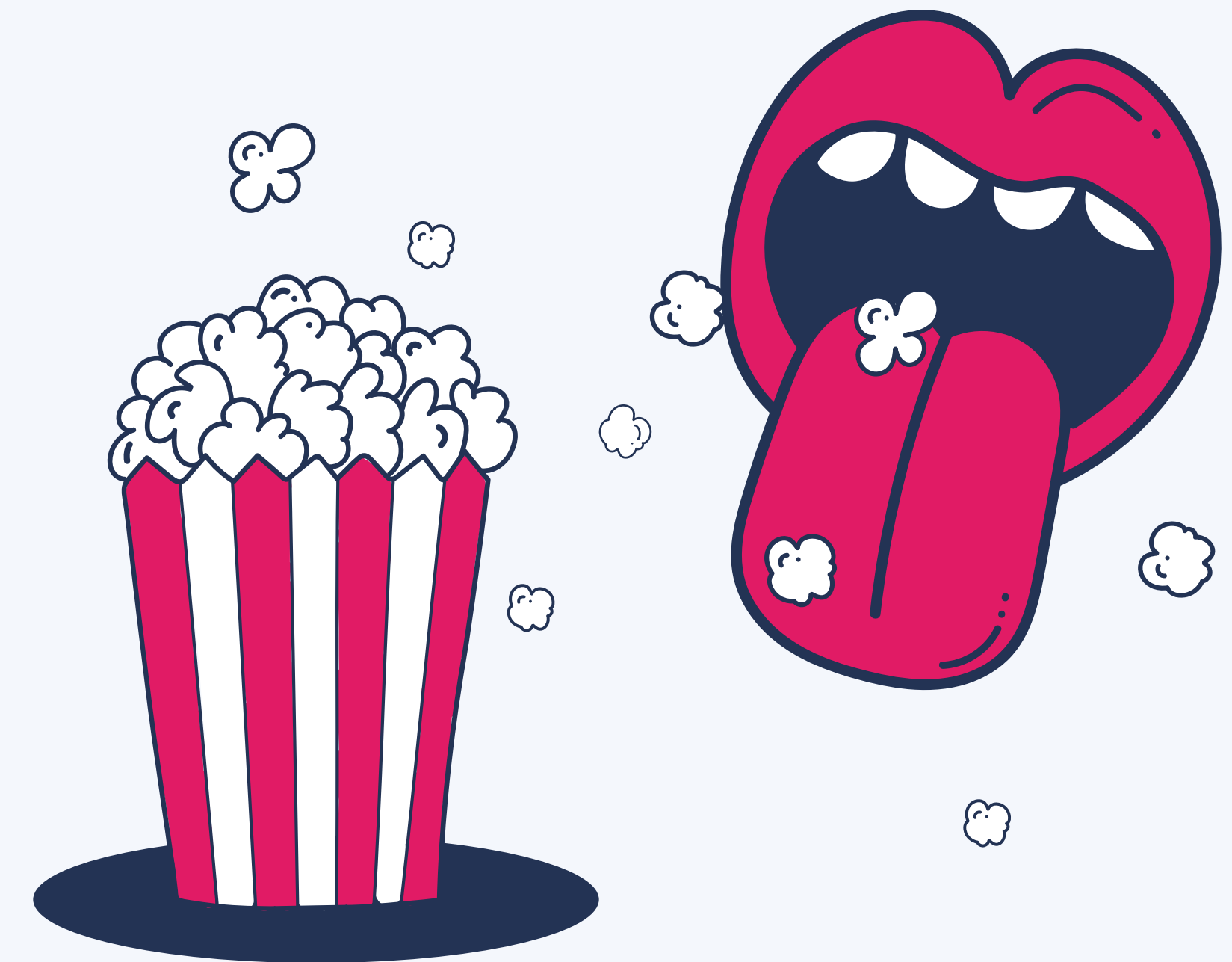
#BeXmart



# Our culture sets us apart

Since its inception, Xmartlabs has been a **culture-centered company**. We wanted to create a safe, people-first environment, where everyone could thrive.

This consolidated to create a strong culture that has survived the company's growth and expansion.



## Flexible working hours

- full time • part time
- WFH benefits
- investment days



## Social groups for shared interests

- book club • role games
- karting • volleyball
- soccer • LGBT+community



## After office activities

- asados • themed parties
- cinema outings • XLunch
- b-day celebrations

# A safe space

We work daily to create an environment where everyone feels comfortable and welcomed in.



## Gender Comission

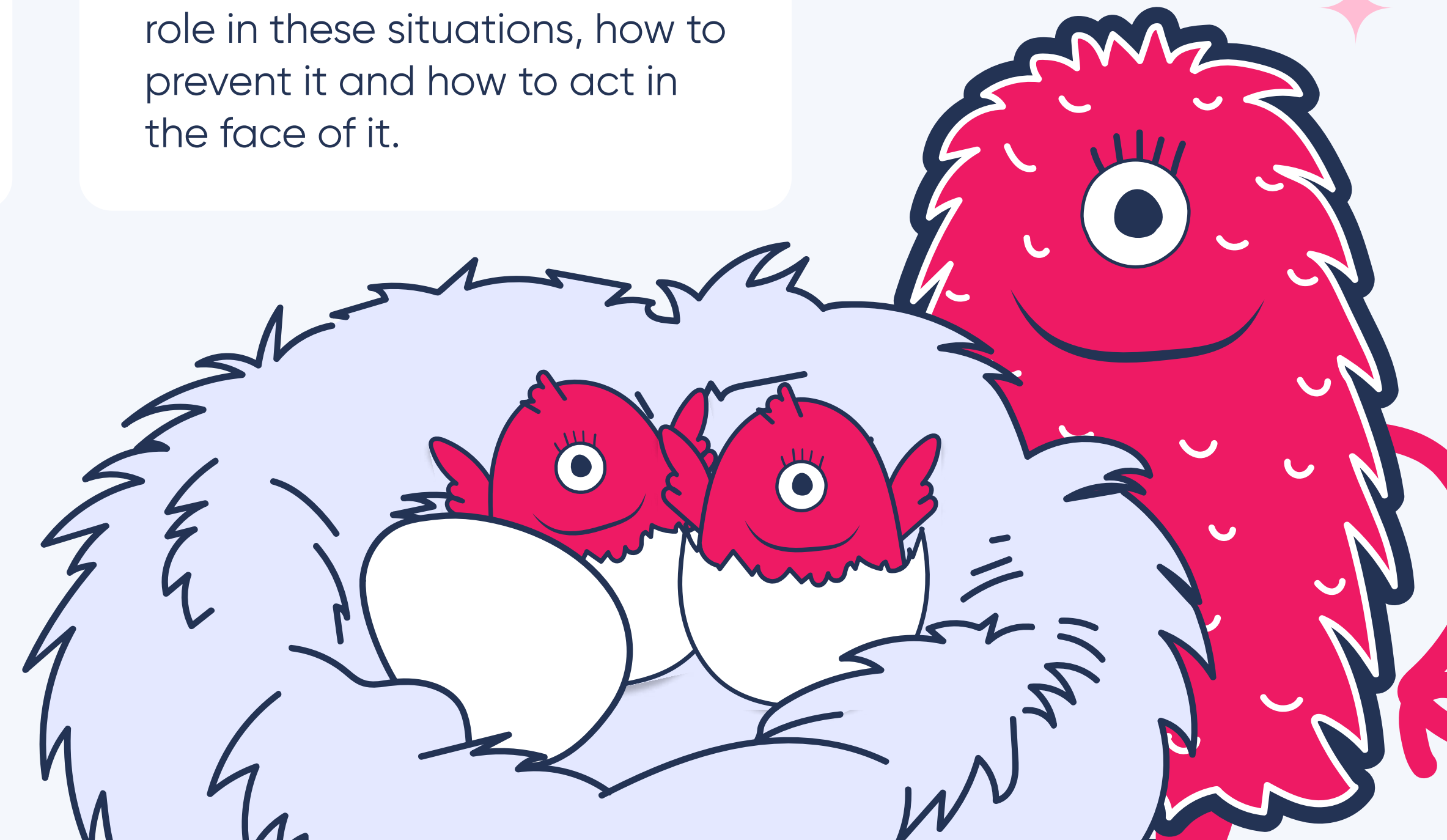
A space created by women for women. They constantly work to promote actions and initiatives directed towards maintaining a safe and fair workspace.

## Code of conduct

Its objective is to define and prevent possible faults or failures by the team or the company to the values and principles that operate Xmartlabs.

## No-tolerance policy on harassment

Our senior and middle managers have received specific instruction on their role in these situations, how to prevent it and how to act in the face of it.



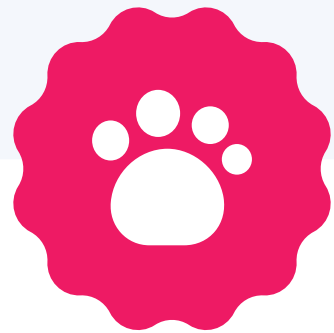


# Your comfort zone



Our offices have everyting you might need so you can focus on doing what you do best!

Our team in Argentina has access to “La Maquinita”, an extended network of co-working spaces. [Learn more here →](#)



Pet friendly



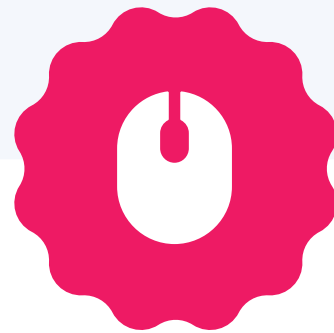
Snacks & drinks



XLunches



Birthday cakes



Any gadget  
you need



# Learn more about life at XL

Check out our socials  
[@xmartlabs](#)



Look through our web

→ [xmartlabs.com](#)





# Unearth your potential

Join the team

