RST CULTURE BOOK

NICE TO MEET YOU

RST SOFTWARE MASTERS
For more than 20 years, our common work, passions, and challenges have made us who we are today. On top of creating software, we also create our own history. We were influenced by the rapidly developing IT industry, years of experience, and people of RST Software Masters who create an amazing atmosphere every day.

Have a peek inside RST. See our values, history, and the things that influence our daily cooperation with others. We created this book, so you could get to know us better.
To us values are more than just words written on walls. They have derived from our experiences, history, and things we considered key to maintain an atmosphere of a development-friendly place, where extraordinary projects are made.

We respect, listen, and learn from one another and we are open to feedback. We are passionate about challenging projects, and we strive to create complementarity of engineering and heart.

Effectiveness, quality, respect and honesty are a compass of our actions, including business ones. It’s a path that we want to walk together.
RESPECT

openness, tolerance, equality, diplomacy

We are all equal. Everyone is entitled to their own beliefs, everyone’s voice is equally important, and we respect knowledge, opinions, and experience of others.

EFFECTIVENESS

agility, efficiency, mastery, utility

We work responsibly, meet deadlines, respect our and others’ time, draw conclusions from our job, and choose the best solutions available.

QUALITY

predictability, reliance, stability

We create predictable and stable products, and we build bespoke solutions that fit our customers’ individual needs. We are watchful and involved in every step of product development.

HONESTY

bravery, integrity, openness, assertiveness

We are open about our needs, we talk about our successes as well as difficulties that we face in our everyday life, and we draw constructive conclusions.
Over 20 years of RST history have been presented on 3 pages in the form of dates, events and places.

Everything started with Szymon Podgórska’s bravery and idea. Back then, he was an eighteen-year-old entrepreneur wearing a red jacket. His enthusiasm and persistence have brought us to where we are today. It probably wouldn’t be possible without a bit of luck and people he met along the way.

See how it all started...
Eighteen-year-old Szymon starts his first business. He began with an internet cafe in Świdnica and building websites in his garage.

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998</td>
<td>Establishment of Rising Sun Technologies</td>
</tr>
<tr>
<td>1999</td>
<td>Release of the FireZone game</td>
</tr>
<tr>
<td>2000</td>
<td>NetTur</td>
</tr>
<tr>
<td>2001</td>
<td>Cefte freight exchange</td>
</tr>
<tr>
<td>2003</td>
<td>Instant messaging software and a carrier exchange for TSL industry</td>
</tr>
</tbody>
</table>

First attempts in the development of IT platforms that supported various industries. NetTur was a convenient solution for tour operators. It stood out from the competitive solutions as it had an IM module.

A shared vision with business partners led to the first attempt to create a so-called freight exchange. The goal was to develop a complete app for the logistics and forwarding industry.
A natural step for the company development was the opening of a new office in Wrocław. The big city provided a better access to IT specialists and new business possibilities.

Office in Wrocław

2004

2005

Founding Logintrans

Existing partners divided their roles – RST would develop software, and Logintrans would handle its promotion and sales.

2009

2012

Development of Trans.eu System

The functionalities of the freight exchange were extended with tools for forwarders, logisticians, and drivers. A complete TSL ecosystem was created under the name Trans.eu System.

2013

Our first startup

Drawing from the experience in developing systems connecting users, a new convenient tool was created for small hotels and guesthouses called BedBooking.

RST Group is founded

2014

2014 - 100 employees

2010 - 50 employees

In the next stage of development, a group of technology companies was created. RST-IT software house (today known as Software Brothers) and RST Lift Off startup accelerator joined RST.
We created an extraordinary space encouraging people to build mutual relationships. Here, we eat breakfast, plan strategic meetings, and organise workshops and lectures for the IT industry.

Development of a new Trans.eu platform started. Modern architecture and process automation allowed for an even better response to the needs of the transport industry.

A fund with the goal to implement investments contributing to cleaner Earth and the environment was established. Money is invested in projects that contribute to the improvement of living and working conditions.

We improve our competences to meet the requirements of the market and new technologies.

We expanded to new markets, clients and projects both domestically and outside Poland.

Change of strategy

We will continue to develop new markets, clients and projects both domestically and outside Poland.

New Trans.eu platform

Ventures for Earth

AWS and Camunda partnership

2015 - Agility Path

2016

RST Meethub

2017

2017 - implementation of SAFe

2017 - 150 employees

2018

Change of strategy

2019

2020 - to be continued
A Polish software house with over 20 years of experience? Yes, it's possible!

The ability to build highly scalable systems was gained over years of cooperation with our clients. We want to know the exact business needs to deliver bespoke technological solutions. For us, each project is a new history that we want to write with you.

Good relations and people are crucial for effective cooperation. We employ more than 150 regular and senior developers, 9 tech leaders, and 7 architects. Our experts are our strength and advantage on the market, therefore we focus on a continuous education and development of both hard and soft skills. In our work we use agile methodologies such as Scrum, Kanban, or SAFe (Scaled Agile Framework).

By investing in startups and establishing our own Venture Capital fund, we gained a new perspective as an investor and a product owner.

At the end of the day we are one team. Together with our clients we aim to achieve our goals.
1. No matter if you have worked with us for a day or 10 years, you are equally important. We respect and listen to one another.

2. Our values of effectiveness, quality, respect and honesty are the pillars of effective work and communication.

3. Self-organisation – people have a real impact on their work and the direction of company development.

4. No dress code – we wear according to our style and mood – we respect individualities.

To us, interpersonal relations are more important than the size of the company. Due to the organic growth, we are able to preserve the values and culture of the company.

Krzysztof Habowski
CEO of RST Software Masters
5. No open spaces – our teams work in rooms designed according to their own style.

6. We support our employees in their self-development and getting out of their comfort zones. We allow ourselves to reach for what’s new and unknown. We find it essential to deepen our knowledge of both hard and soft skills.

7. We focus on the atmosphere and relations we build with our employees and clients. Communication is key to cooperation.

8. Integration is not only about an unforgettable retreat and great fun – we take this opportunity to do something good for others. It’s a time when we can meet people in unusual circumstances and give something back.

9. Meethub – the heart of RST. It is the place where we eat breakfast in the morning, and where we share knowledge and host various workshops in the afternoon. The most heated discussions take place by coffee machines!

10. CEO = Krzysiek. You can meet our CEO in both offices. His door is always open, and he’s constantly running down the hallways with a cup of tea with lemon.
We act responsibly and we want to take action that improves people’s standard of living. By getting involved in actions promoting development and education, we create a space where young people can hone their skills and pursue their passions. We established a patronage class Hello World, created a programme of vocational training, internships for the best, and we support the Newbies, a group of young people passionate about programming.

We promote pro-social behaviour. We organize team-bonding events during which we work for a noble cause, such as building beehives for the patients of a local drug rehabilitation centre, rebuilding a burnt stud farm in Lubań and renovating orphanages in Jelenia Góra. During the annual Let’s Do Something Good This Christmas charity we help people in the most difficult situation.

Protecting the environment begins with us and our everyday actions. We care about the world we live in. We remain open to the needs of people and animals around us. We popularize the knowledge on how everyone can support and protect the natural environment. We support and establish initiatives that encourage our employees to be active. For a few years we have been the naming sponsor of the Świdnica Half Maration, one of the largest running competitions in the region.

We are part of RST Group and acting within it we undertake pro-social initiatives influencing many areas of life. We are committed to developing high quality software, promoting development and the pro-ecological thinking.
We support our employees every day. To do that, we equip them with necessary tools and help them remove barriers hindering their personal development. Trainings, conferences and workshops are just a few of many options they have. We constantly look for possibilities to introduce improvements, and to learn new technologies and innovations.

Development of our employees gives them a chance to take up new challenges, projects, or a new position in a team. For our company it’s extremely important to have an opportunity to learn and surround ourselves with experts. Exchange of knowledge, the ability to grow, and the atmosphere are key factors that contribute to the satisfaction of our employees.

Thinking about hosting IT events and lectures, initiating industry events, or writing articles for a blog? Or maybe you have an idea for your own startup? We invest in innovative projects that combine software and hardware, which support environmental care and better living conditions.
Right from the beginning of their career, RST employees can rely on support and cooperation from one of our HR Guides. Our HR team – House of HR – is a strong crew that always stays close to people. They inspire and support us during undergoing changes, and if a problem arises, they help to solve it.

The tasks of a HR Guide include new employee onboarding, getting them to know our company, and laying out development opportunities. Furthermore, they are responsible for conducting performance reviews, satisfaction surveys and salary negotiations. You can always pay them a visit and talk. :)

House of HR supports the need of our employees, the organisation, and the business. This way they build partnership based on honesty, respect, trust and feedback culture.
We spend the majority of our life at work. Yes, it's true! Therefore, it's important with whom, where and how we work. We pay attention to our organisational culture, the way it is formed, what affects it and how it evolves over the years. We strive to maintain a good atmosphere and best relations with our clients.

Each of us has different habits and paths we follow every day. We can brag about our employees, their passions, hobbies and incredible abilities for hours. Our team includes climbers, musicians, cyclists, lazybones, sailors, dog lovers, basketball players, travellers, people who like to draw and many other personalities.

On the next page you can see a typical ;) day of one of our employees – Krzysztof Bąk, QA & RM Leader.
Write to us or call us
we’ll be more than happy to answer your questions.

Katarzyna Zalewska
Senior Recruitment Coordinator
+48 531 872 080
katarzyna.zalewska@rst.com.pl
LinkedIn

Martyna Mendyka
Senior Recruitment Coordinator
+48 535 230 938
martyna.mendyka@rst.com.pl
LinkedIn

Joanna Labocha
Recruitment Coordinator
+48 533 901 627
joanna.labocha@rst.com.pl
LinkedIn

Aleksandra Marascu
IT Researcher
+48 515 020 191
aleksandra.marascu@rst.com.pl
LinkedIn

Wrocław
ul. Racławicka 2-4, 53-146 Wrocław, Polska
tel. +48 71 343 19 20
biuro@rst.com.pl

Świdnica
ul. Esperantystów 17, 58-100 Świdnica, Polska
tel. + 48 74 856 63 17
biuro@rst.com.pl