



RST CULTURE BOOK

# NICE TO MEET YOU

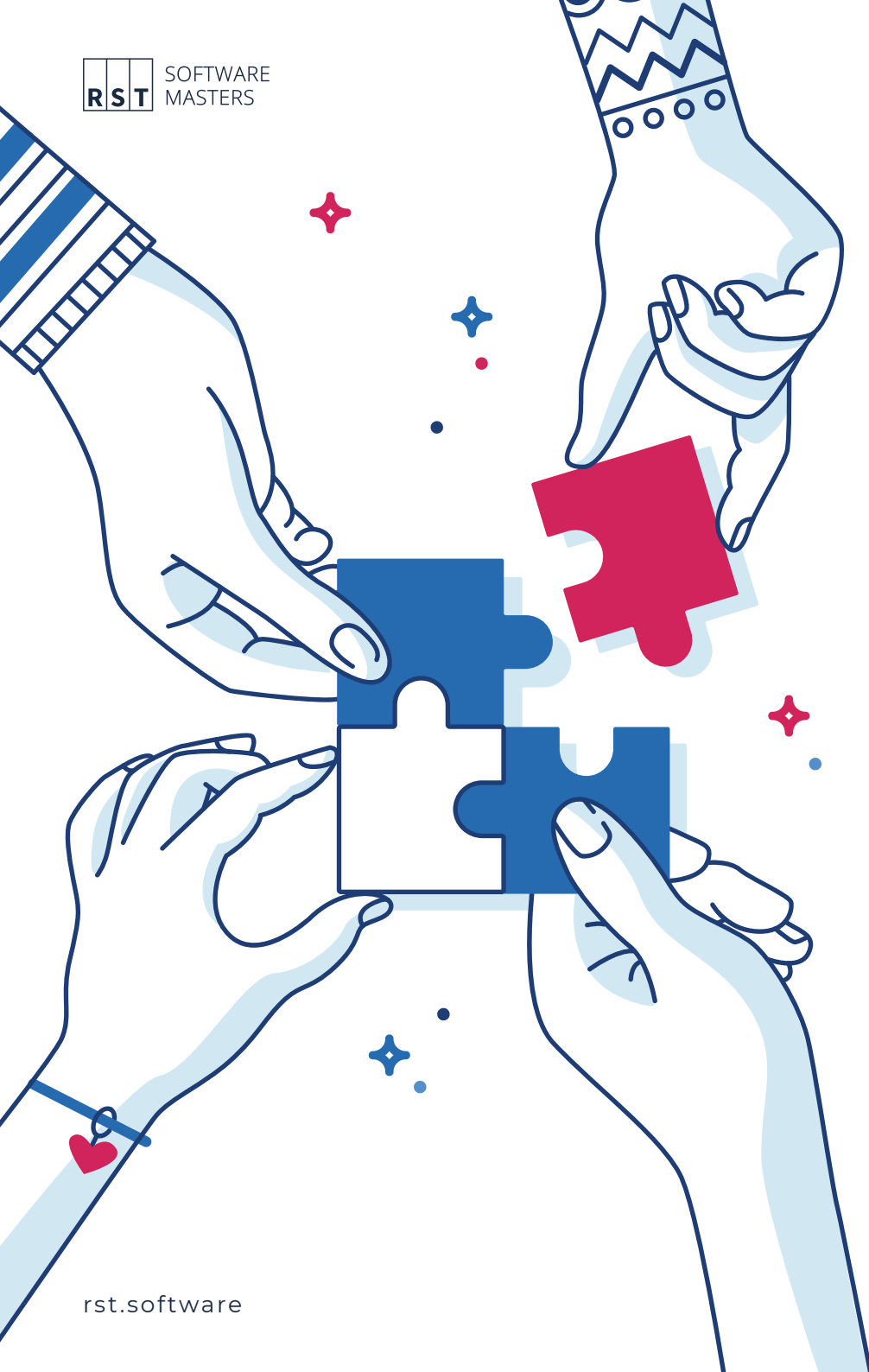


SOFTWARE  
MASTERS



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.

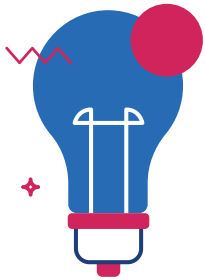


## Our values

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.

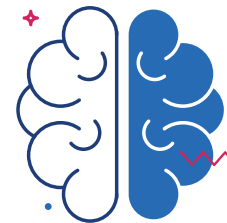
**Effectiveness, quality, respect and honesty** are a compass of our actions, including business ones. It's a path that we want to walk together.



## EFFECTIVENESS

**agility, efficiency, mastery, utility**

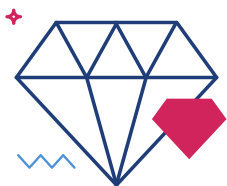
We work responsibly, meet deadlines, respect our and others' time, draw conclusions from our job, and choose the best solutions available.



## 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.



## 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.



## Our history

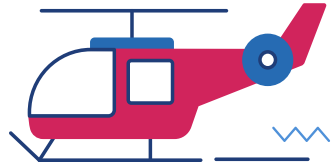
Over 20 years of RST history have been presented on 3 pages in the form of dates, events and places.

Everything started with Szymon Podgórski'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.

## Establishment of Rising Sun Technologies



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.

## NetTur



A second and completely revised approach to the original idea. This time it was built on a light network infrastructure and based on an IM module.

## Instant messaging software and a carrier exchange for TSL industry

1998

2000

2003

1999

2001



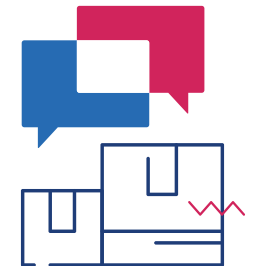
## Release of the FireZone game

The final step of a project Szymon and his small team started few years ago. They created a modern, at that time, game that was released in a boxed version. The game received good reviews and to this day is sought after by collectors.



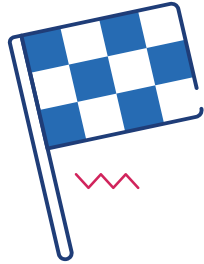
## Cefte freight exchange

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.

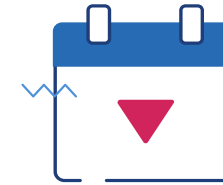
## Office in Wrocław



## 2009 - Scrum implementation

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.

## Development of Trans.eu System



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.

## RST Group is founded

2004

2012

2014

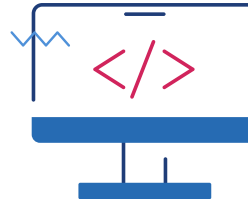
2005

2013



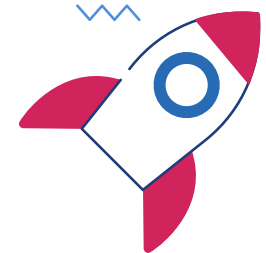
## Founding Logintrans

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



## 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.

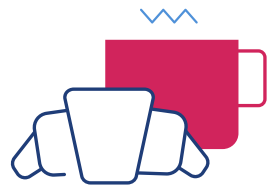


2010 - 50 employees

2014 - 100 employees

**2015 - Agility Path**

**2017 - implementation of SAFe**



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.

**New Trans.eu platform**

**Ventures for Earth**

**AWS and Camunda partnership**

**2017**

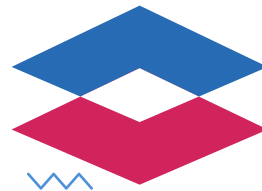
**2019**

**2016**

**2018**

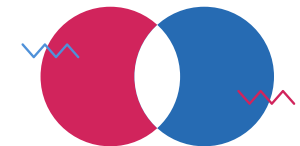
**RST Meethub**

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.



**Change of strategy**

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



**2017 - 150 employees**

**2020 - to be continued**





## Business and us

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.



## Our organisational culture

*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

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.



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.

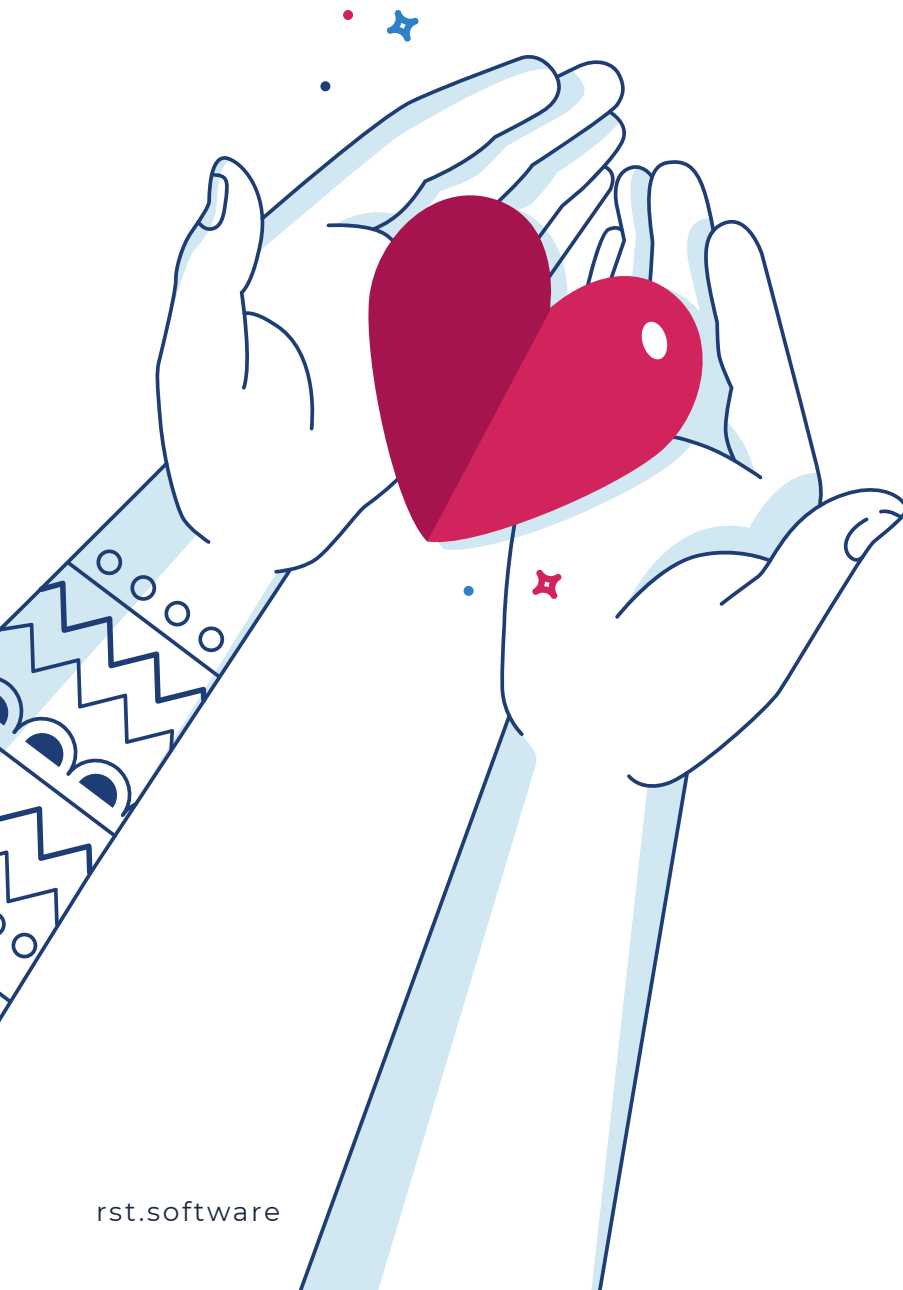
# Volunteering is a part of our code

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 Maraton, 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.**



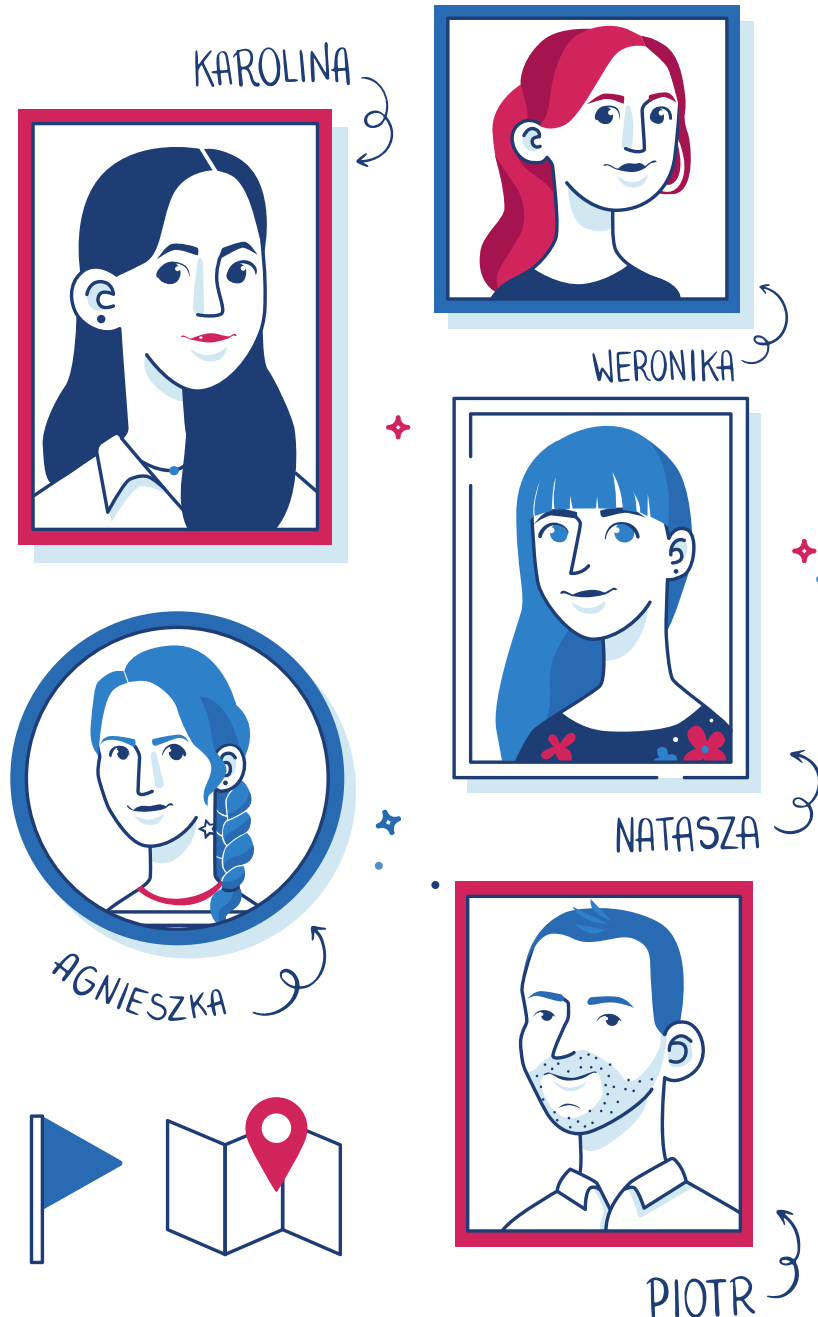


## Development

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.



## HR Guide

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.





## Make yourself at home

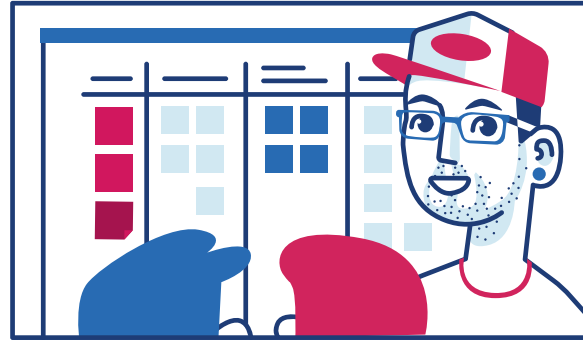
We spend the majority of our life at work. Yes, it's true! Therefore, it's important with whom, where and how we work. We pay attention to our organisational culture, the way it is formed, what affects it and how it evolves over the years. We strive to maintain a good atmosphere and best relations with 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.

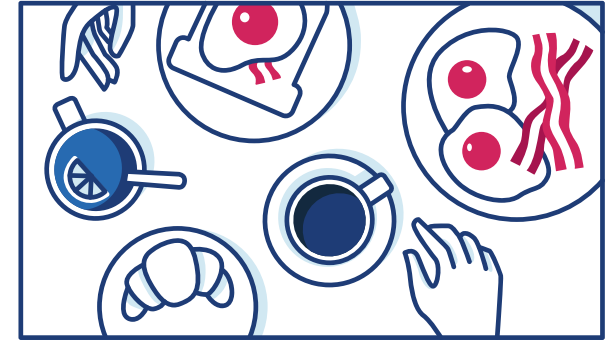
On the next page you can see a typical ;) day of one of our employees – Krzysztof Bąk, QA & RM Leader.



ARRIVAL FOR WORK



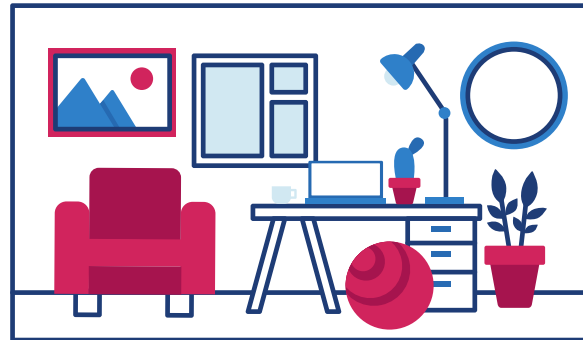
DAILY TEAM MEETING



TEAM BREAKFAST



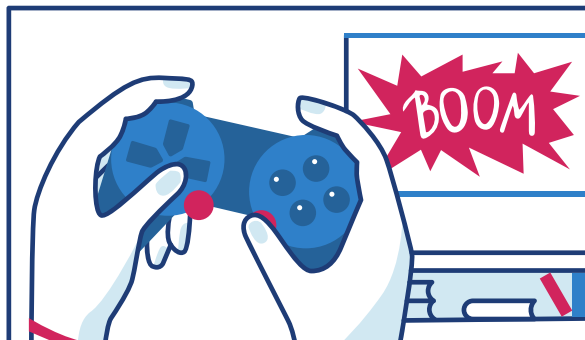
AMA WITH CEO



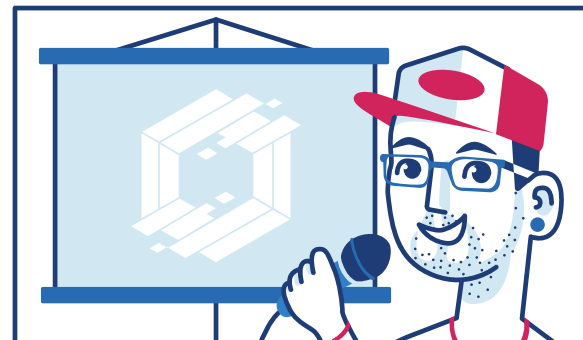
TEAM ROOM



TIME FOR CODING



PLAYROOM BREAK



CODEMEETINGS



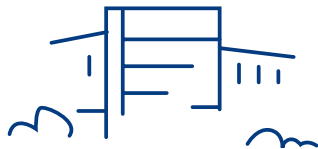
CONFERENCE TIME





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## Write to us or call us

we'll be more than happy to answer your questions.



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