



3Nerds

• TECH •

Our code

1. We Are Passionate Problem Solvers

We love technology and solving problems. Whether it's developing new electronics, designing mechanical solutions, or writing smart code, we always approach our work with nerdy enthusiasm and a professional mindset. We are curious, push boundaries, and thrive on finding the best solutions.

2. Our Clients' Challenges Are Our Challenges

We see ourselves as an extension of our clients' teams. Their challenges are ours to solve, and we do so by listening, understanding, and collaborating. Our goal is to create technical solutions that not only work but also make a real difference – both now and in the long run.

3. We Take Responsibility – for Technology and the World

Good technology is sustainable technology. We strive to create solutions that are smart, energy-efficient, and long-lasting. We comply with laws and industry standards, but we also set our own high bar for quality, ethics, and environmental impact. We take responsibility for what we build – both today and in the future.

We actively support the United Nations Sustainable Development Goals (SDGs):



Affordable and Clean Energy

By developing energy-efficient solutions and smart technology.



Industry, Innovation, and Infrastructure

By designing robust and future-proof technical solutions.



Sustainable Cities and Communities

By fostering innovation that promotes sustainability and efficient resource use.



Responsible Consumption and Production

By creating products with long lifespans and minimized environmental impact.



Climate Action

By reducing our own and our clients' carbon footprint through smarter technical choices.

4. We Foster a Culture of Respect and Inclusion

The best technology is developed in an environment where everyone feels heard and valued. We **respect** each other's experiences, ideas, and working methods – both internally and in our client relationships. Diversity makes us stronger, and we believe that an inclusive culture leads to better innovation and smarter solutions.

5. We Are Curious and Always Learning

The world is changing rapidly, and we want to stay ahead of the curve. We invest in developing our knowledge, sharing what we know, and challenging outdated conventions. By combining proven methods with fresh thinking, we create technology that works not just for today, but also for the future.

6. We Are Transparent, Reliable, and Learn from Our Mistakes

Trust is built on honesty, clarity, and delivering on our promises. We communicate openly, both internally and with our clients, and we always stand by our decisions. Developing new technology means pushing boundaries – and sometimes, that leads to mistakes. We see this as a natural and essential part of the innovation process. When something goes wrong, we take responsibility, learn from it, and improve. In fact, we take pride in our mistakes, because they make us better engineers and problem solvers.



7. We Respect Intellectual Property, Confidentiality, and Data Privacy

Innovation is at the core of our business, and we respect both our own and others' intellectual property rights. We handle our clients' and partners' innovations with the utmost care, ensuring that we adhere to agreements, legal requirements, and ethical guidelines.

- **Our clients' IP belongs to them** – We develop solutions for our clients and ensure that their intellectual property rights are protected in accordance with agreements and industry standards.
- **Openness where possible, confidentiality where needed** – We are happy to share knowledge and experience where it benefits innovation, but never at the expense of our clients' or our own IP protection.
- **We safeguard sensitive information** – All information we handle is treated with respect and confidentiality, both internally and externally. We use secure systems and processes to minimize the risk of unauthorized access or data leaks.
- **We only store necessary data** – We do not keep unnecessary data. We store only what is required to fulfill our responsibilities and obligations.
- **We take privacy seriously** – We respect personal integrity and handle all data with the highest level of care. More about how we manage data can be found in our GDPR policy.

8. We Value Work-Life Balance and Sustainable Choices

We believe that the best technology is developed by people who feel well. That's why we strive to create a work culture that balances exciting and challenging projects with a sustainable workload, while also making responsible environmental choices where possible.

- **Flexibility and freedom** – We adapt work conditions to fit both individuals and teams. We aim to give our employees the freedom to work in ways that make them the most productive and comfortable.
- **Respect for personal time** – Innovation cannot thrive in a stressful environment. We respect each other's time and avoid unnecessary disruptions. If someone needs to focus without interruptions, we honor that.
- **Health and well-being** – We encourage a culture where it's okay to take breaks, prioritize family and free time, and say no to unsustainable workloads.
- **Sustainable transport choices, without compromising life balance** – We prioritize environmentally friendly transportation solutions, such as public transport, carpooling, or remote work, whenever it makes sense. However, we never impose sustainability measures at the expense of our employees' work-life balance. If we can make eco-friendly choices without adding stress or inconvenience to our team, we do it.



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