



# Always on your side, making technology matter.

Software and cloud services powered by people with the insight and expertise to ensure your technology works harder for you.

# Contents

About us.....	3
Our IMPACT values .....	5
Our leadership vision .....	6
Our products and services .....	7
Our people .....	8
DEIB.....	9
Environmental, social, and governance .....	10
Benefits .....	11
Learning and development .....	12
Academy .....	13
Recruitment process .....	14
Your future at SoftwareOne .....	15
Closing.....	16



## About us

# Always on your side, making technology matter.

**At SoftwareOne, we are more than just a leading global software and cloud solutions provider. We are a vibrant community of tech enthusiasts. Our drive is the relentless pursuit of excellence. We desire to revolutionize how organizations build, buy, and manage everything in the cloud.**

We aim to unlock the true value of technology. We help our clients migrate and modernize their workloads and applications. In parallel, we navigate and optimize the resulting software and cloud changes.



**Join us to make  
the cloud work for  
businesses worldwide,  
as we redefine what is  
possible and shape the  
future of technology.**



## Our IMPACT values

# A culture driven by IMPACT.

At the heart of our organization is a culture shaped by six core values that define who we are, bringing together our people, perspectives, and strengths into one shared community.

These values aren't just words; they guide how we work, who we hire, and how we grow. They drive our decisions and fuel the impact we strive to make every day.

### **I**ntegrity

We consistently do what's right and build credibility through honesty, transparency, and speaking up.

### **M**omentum

We embrace change with resilience, pioneer new solutions, and drive continuous improvement together, moving with pace.

### **P**assion

We always aim to go beyond expectations, deliver with excellence and a growth mindset.

### **A**ccountability

We take ownership, follow through on commitments, stay humble, and drive real impact.

### **C**ustomer-Focus

We are driven by customer success, building loyalty and lasting partnerships with all our stakeholders.

### **T**rust

We put people at the heart of everything, fostering empathy, empowerment, and respect in an environment where everyone can thrive.



“My journey at SoftwareOne has been incredibly fulfilling. I’ve had the opportunity to learn, take on new challenges, and evolve professionally. With the support of amazing colleagues and mentors, I’ve worked on diverse projects and grown every step of the way. I’m proud to be part of a company that truly empowers its people, and I look forward to continued growth and success at SoftwareOne.”

**Hoang Le**  
*Business Development Manager, Vietnam*

## Our leadership vision



“SoftwareOne exists to make technology matter, helping organizations unlock opportunity, maximize value, and achieve meaningful outcomes. Whether guiding customers on their AI journey or optimizing cloud and software investments, our purpose is simple: ensure technology works harder for them. When you join SoftwareOne you become part of a team redefining what technology can deliver and driving impact wherever it matters.”

**Raphael Erb**  
*Co-Chief Executive Officer*



“We are a people-first organization focused on delivering value to customers and partners through technology and innovation. It all starts with our culture. When you join SoftwareOne, you become part of a global team that is passionate, humble, and hungry to win together. If you want to grow, make an impact, and have your voice valued, SoftwareOne is the place for you.”

**Melissa Mulholland**  
*Co-Chief Executive Officer*



“Technology only matters when it helps customers succeed. Many companies struggle to unlock that value, that’s where SoftwareOne comes in. We choose what works, not what’s fashionable, and we measure success in real outcomes. With our deep capabilities in cloud, software, data, and AI, you’ll join a team that empowers organizations to truly optimize and innovate.”

**Oliver Berchtold**  
*Chief Operating Officer*



“As a publicly traded Swiss company, we operate with the highest standards of trust, transparency, and governance. Our core principles strengthen our reputation in the market and the confidence of our shareholders. When you join SoftwareOne, you become part of a collaborative team that believes empowered people working together create the strongest results.”

**Hanspeter Schraner**  
*Chief Financial Officer*

# One connected purpose.

## Our products and services

# Powered by our people.

**Every day, around 13,000 SoftwareOne employees solve demanding business challenges with intelligence and determination. We partner with clients to deliver inspired technical and licensing solutions to engage their workforce and accelerate cloud maturity. Count on us for human insight into building productive digital environments combined with unbiased, vendor-agnostic licensing recommendations based on our unique software and cloud pricing data set.**

We help organizations optimize to innovate, through IT cost management, software and cloud sourcing, cloud services and Data & AI solutions. We partner with major hyperscalers like Microsoft Azure, AWS, and Google Cloud as well as leading software brands. This comprehensive offering allows us to provide business transformation, licensing advice, and technical strategy and implementation to organizations across sectors and industries.

In addition, we have a trusted channel partner community combining proven expertise and relationships as well as innovation and global scale that provides Distribution Done Differently.

Our operations span disciplines including sales, customer success, and IT. We have teams dedicated to specific offerings like cloud services, application services, FinOps, digital workplace, SAP services, and multi-vendor support.

At SoftwareOne, we have a deep commitment to diversity, equity, inclusion, and belonging, with teams working to advance these vital initiatives. Whatever your skills and passions, there is a place for you to grow and make an impact at SoftwareOne.



“Every day, our teams come together to work on complex business challenges, delivering thoughtful solutions that optimize our customers’ and partners’ operations and digital resources. Our colleagues’ dedication and teamwork not only drive our business success but also shape our company culture. By embracing diversity, equity, and inclusion in all we do, we ensure every voice contributes to our progress. At SoftwareOne, this spirit fosters belonging and creates a workplace where everyone makes a meaningful impact.”

**Nina Janorschke**

*Chief Human Resources Officer*

## Our people

# Innovating with integrity.

Meet our people, the heart of SoftwareOne. With approximately 13,000 employees who add the essential ingredient – human inspiration – that makes our technology solutions come to life and deliver an engaging work experience for our clients globally.

Our people's diverse backgrounds and passions are the foundation of the intelligence and compassion that ensure we can address our customers' wide-ranging business, cultural, and technical challenges with creativity and determination.

Here, you'll be part of an organization that genuinely cares for its people. We invest heavily in supporting career and professional development. We offer truly global yet locally attuned work environments rich in diversity and growth opportunities.



“My experience at SoftwareOne has been wonderful. The quality of my colleagues and leaders motivates me to improve every day. With great professionals and even better people, our achievements stem from exceptional teamwork. We leverage cutting-edge technology to drive success. I highly recommend joining us and becoming part of the team.”

**Oscar Castillo**  
*Account Manager, Chile*

# DEIB makes us stronger.

At SoftwareOne, we recognize that innovation thrives when our people can bring themselves to a place where they feel they belong and are valued. Our DEIB strategy helps us ensure that we continue to recruit, retain and promote the best talent from around the world. DEIB is a global strategic priority for SoftwareOne, and we continue to integrate it into all areas of our business and employee experience. We understand that our people are our greatest asset and the key to our success.



## Diversity, Equity, Inclusion, and Belonging (DEIB)

The goal of our DEIB Strategy is to attract the most talented people, providing a platform where everyone can succeed and feel like they belong. Our DEIB activities and initiatives are driven by one or more of our five highlighted pillars of diversity - Ability, Ethnicity, Gender, LGBTQIA+ and Social Mobility.

We are dedicated to creating a welcoming and engaging culture, where we celebrate colleagues from all different backgrounds and from locations around the world. This includes global celebrations like International Women's Month, Pride Season, and Neurodiversity Month, as well as our quarterly Culture Days, where our people can share insights about the countries where we live and work.

SoftwareOne also has a network of inclusive and intersectional employee resource groups. These groups include our Women in Tech chapters and our global LGBTQIA+ and Allies network, and drive events and initiatives highlighting all pillars of diversity.

We also know that DEIB is a priority for many of our customers and community partners, and we continue to build partnerships and strengthen these relationships as we help support them on their DEIB journeys.

Crucially, we have a deep commitment to diversity, equity, inclusion and belonging, which is a strategic priority. Whatever your skills, passions or background, there is a place for you to grow, thrive and make an impact at SoftwareOne.

## Environmental, social, and governance

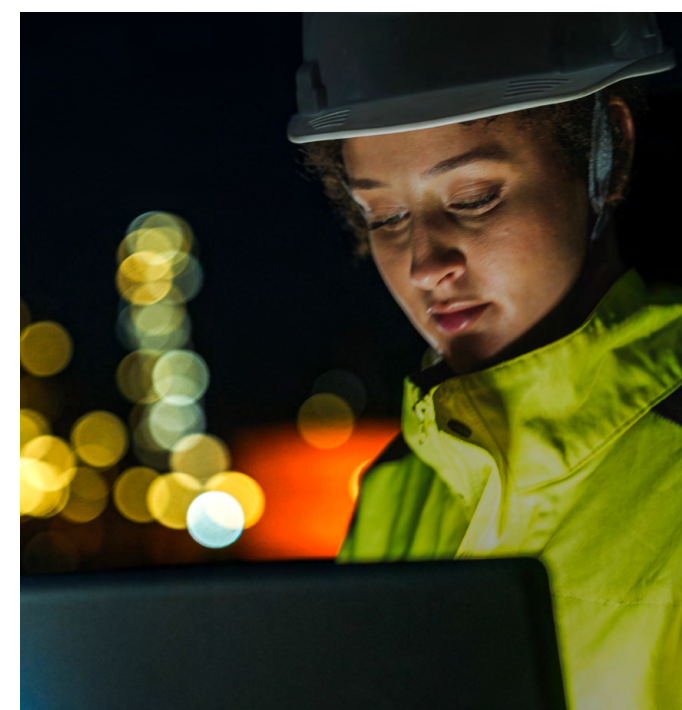
# The world needs ESG leaders.

SoftwareOne is a global company committed to being environmentally and socially responsible. Our environmental, social and governance (ESG) program aims to have a positive impact on people within our organization and in the communities where we operate, and lessen our negative impact on the environment, all while improving our organizational ethics.



### Environmental

Reducing our global carbon emissions is a key ambition. Through our annual greenhouse gas (GHG) inventory, we measure our carbon footprint. We have set near-term science-based targets validated by the Science Based Targets initiative (SBTi).



### Services and Solutions

We offer cloud services and solutions that help our customers minimize their carbon footprint while optimizing their IT spend. Through SoftwareOne Impact, we equip non-profit organizations with the software and technology services they need to achieve their missions and create positive change.



### Social

Community outreach activities and efforts to create an inclusive culture, provide a sense of purpose and pride internally, and contribute to thriving communities externally.



### Governance

Establishing and maintaining best-in-class ethics, compliance, data privacy and cybersecurity systems and infrastructure is our hallmark as an IT company. Integrity is, and always will be, a core value at SoftwareOne. We strive to protect and enable our employees to prioritize compliance.

## Benefits

# A culture of values, with benefits.

Investing in your future starts with investing in you. That's why we offer a comprehensive benefits package designed to support your well-being and career goals wherever you are in the world. We recognize that employees have different needs based on their location, so our benefits packages are customized by region. In addition to health benefits, a comprehensive global career path, and development opportunities, we offer:



### President's Club

A Global VIP event to recognize the ultimate annual achievements.



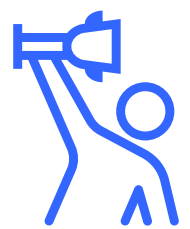
### Employee stock option programs (SIX: SWON)

All employees can hold a stake in SoftwareOne.



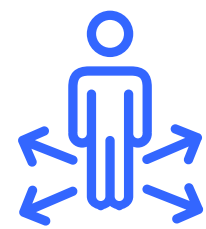
### Truly global

With colleagues in 70 countries, grow your cultural experiences.



### Maximize your potential

SoftwareOne University, our virtual global campus offering learning and development for all.



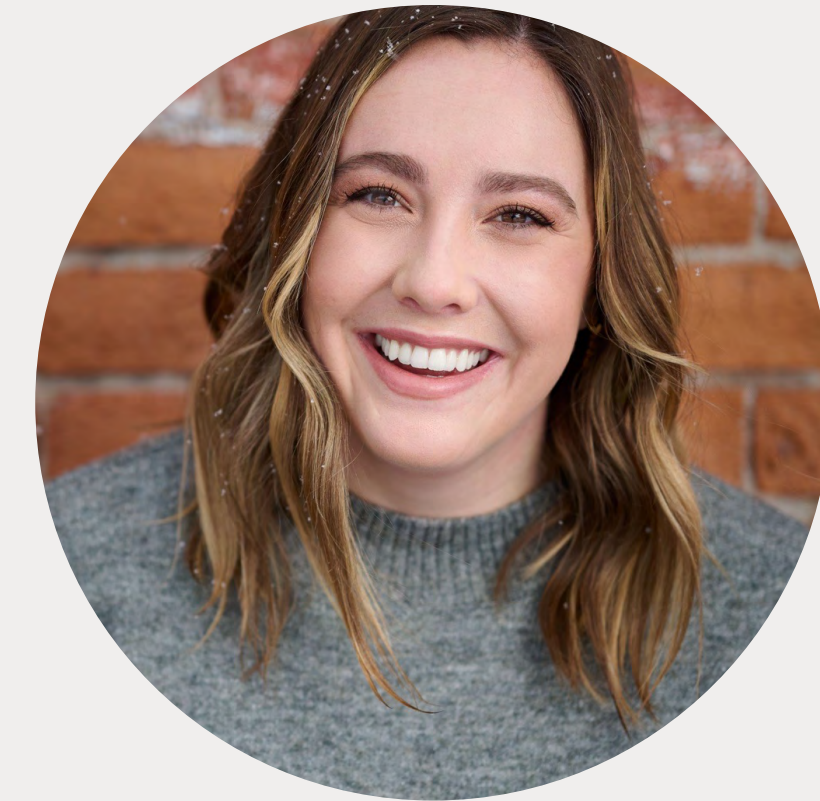
### Flexibility

So that your work life complements your whole life.



### Referral bonuses

Earn rewards for introducing us to your network.



"I started at the company five years ago as an Inbound Marketing Coordinator, and now I am an Assistant Marketing Manager, learning everything from lead coordination to email campaigns along the way. I have had so many career-development opportunities that have helped me build confidence and grow professionally. What has made my time here truly special, though, is the incredible colleagues who are uplifting, fun, and always willing to support one another."

### Mackenzie Burns

*Assistant Marketing Manager, USA*

# Grow your potential at SoftwareOne.

**At SoftwareOne, we don't just offer jobs, we create opportunities for growth, learning, and personal development. Join a culture that champions innovation, celebrates diversity, and empowers you to thrive.**

Learning is a continuous journey. Through SoftwareOne Talent Development programs, we support our vision of becoming the leading Global Cloud and Software provider in the industry. We provide world-class resources to help you grow personally and professionally through our learning pillars:

### Leader U

Develop leadership skills aligned to varying levels of responsibility to prepare leaders to drive impact and success.

### Power U

Master multi-disciplinary skills that empower you to grow personally and professionally through self-paced and facilitated learning.

### Business U

Develop functional and technical skills aligned to roles and day-to-day responsibilities and invest in long-term career growth across the organization.



“My journey at Crayon began in 2023 as a Software Advisor, where I gained hands-on experience with Microsoft licensing and public sector customers. In SAM & FinOps, I learned compliance, cost control, and optimizations. The collaborative culture has taught me teamwork and continuous learning, and now, as part of SoftwareOne, I lead our Microsoft licensing strategy.”

**Sigurd Solbakken**

*Manager Strategic Licensing, Norway*

## Academy

# SoftwareOne Academy.

**The SoftwareOne Academy is our commitment to building careers with purpose, inclusion, and real-world impact. We offer paid employment that combines structured learning, hands-on experience, and real-world projects. From day one, Academy participants are part of SoftwareOne. They contribute to teams, build future-ready skills, and grow through hands-on experience within a global community.**

Opportunities are open to school or university graduates, apprentices, career changers, or those seeking opportunities to return to work after a long career break. SoftwareOne Academy bridges the gap between where you are to where you want to be! It gives everyone a chance for a career in professional services and technology.

## What the Academy offers.

### Access based on potential

We open doors for graduates, apprentices, career changers, and professionals returning after a career break. Opportunities are shaped by capability, curiosity, skills, and commitment, not background or circumstance.

### Belonging through shared ownership

Academy participants' growth is jointly supported by the Academy, business teams, managers, and talent partners, creating a consistent and connected experience across regions.

### Learning through real work

Learning happens alongside real projects and client work. Skills are built by applying knowledge in role, with guidance from teams invested in long-term success.

### A launchpad for long-term careers

The Academy is designed to build confidence, credibility, and career momentum. It prepares people not just for their first role, but for continued growth within SoftwareOne.



“I started my career with the SoftwareOne Academy, and it helped me transition from campus to corporate with confidence. It is not just a program for freshers—it bridges the gap to the corporate world and helps you navigate and develop your skills practically. For me, the Academy was not just about learning; it helped me realize my potential and make a real impact.”

**Shreya Bathla**

*Project Coordinator, India*

## Recruitment process

# Six steps to your dream job.

We are passionate about creating value for our customers and for our employees. That's why we've designed an application process that's engaging and efficient. Your journey with SoftwareOne starts the moment you apply. We hope to hear from you.

- 1 Application:** Your application will be screened by our Talent Acquisition Team.
- 2 TA Conversation:** Speak to the TA Team to learn more and get further info about next steps.
- 3 Assessment:** You will receive an invitation to a virtual assessment.
- 4 Interview:** The interview process gets started (Phone/ Video/ In Person)
- 5 Evaluation:** Both sides have their time to think about the final decision
- 6 Hired:** You made it: welcome to the family!



“As part of our global Talent Acquisition team, I see our values—Integrity, Momentum, Passion, Accountability, Customer Focus, and Trust—shape how we connect with people from all over the world. By partnering closely with our hiring leaders, I focus on identifying and attracting talent who bring new perspectives and drive meaningful impact.”

**Tora Deglum**  
Global TA Lead, Enabling Functions, Norway

**Discover your place in a community that values growth, empowers individuals, and champions diversity.**

# Your future at SoftwareOne



**Join us at SoftwareOne,**  
where excellence meets  
opportunity, and together  
we redefine what's possible.

Find your SoftwareOne dream job today.

**SoftwareOne**



Find swocareers on      