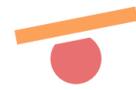




EMPLOYEE

Benefits





Flexibility

- Remote work
- Flexible working hours
- Flex days
- Top-notch-equipment
- Office space/co-working



Health & wellbeing

- Health insurance
- 100% paid sick leave
- No admin sick days
- Gym allowance



Team

- Team bonding budget
- Company lunches
- Company retreat



Budgets

- WFH Allowance
- Home office budget
- Personal development budget



Bonuses

- End-of-year bonus
- Holiday bonus
- Gifts for children

Benefits package





Flexibility





Remote work

Everything from communication to how meetings are handled or onboarding new hires is structured to leverage the convenience of remote work. We periodically get together to maintain the human touch, but remote is the default, not the exception.



Flexible working hours

We don't follow a fixed work schedule and give folks the flexibility to work when they prefer. Being remote allows us to choose where we work and to plan for more flexibility in our daily life (for friends and family, grocery shopping, deliveries, pets).



Flex days

If weekend work is right for you and gives you the freedom to live your life, you can work weekends or public holidays and take days off during the week instead.



Petra

Hey, need to walk the doggo! I'll be off for the next hour or so! 🐕 😊



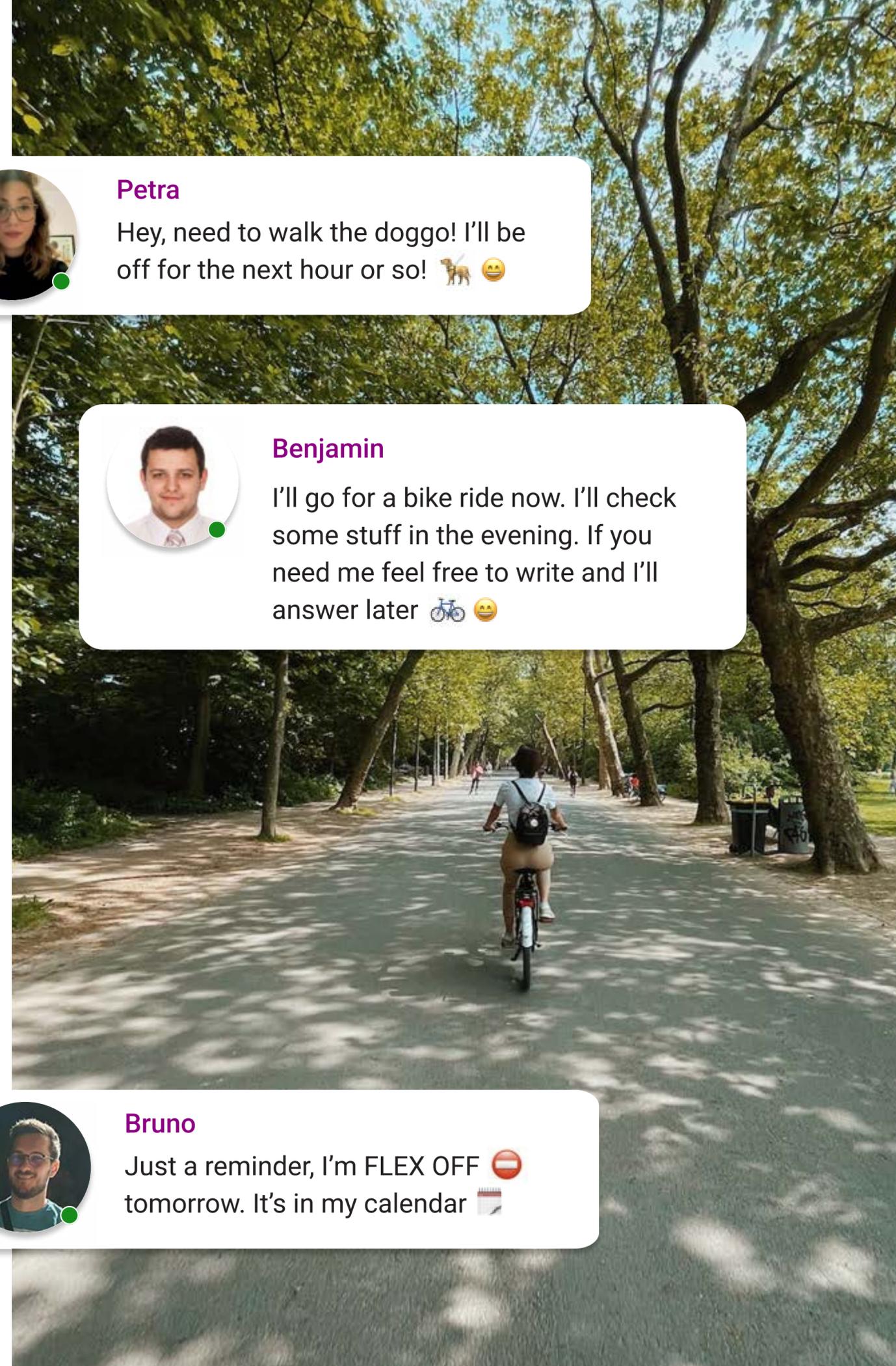
Benjamin

I'll go for a bike ride now. I'll check some stuff in the evening. If you need me feel free to write and I'll answer later 🚲 😊



Bruno

Just a reminder, I'm FLEX OFF 🚫 tomorrow. It's in my calendar 📅





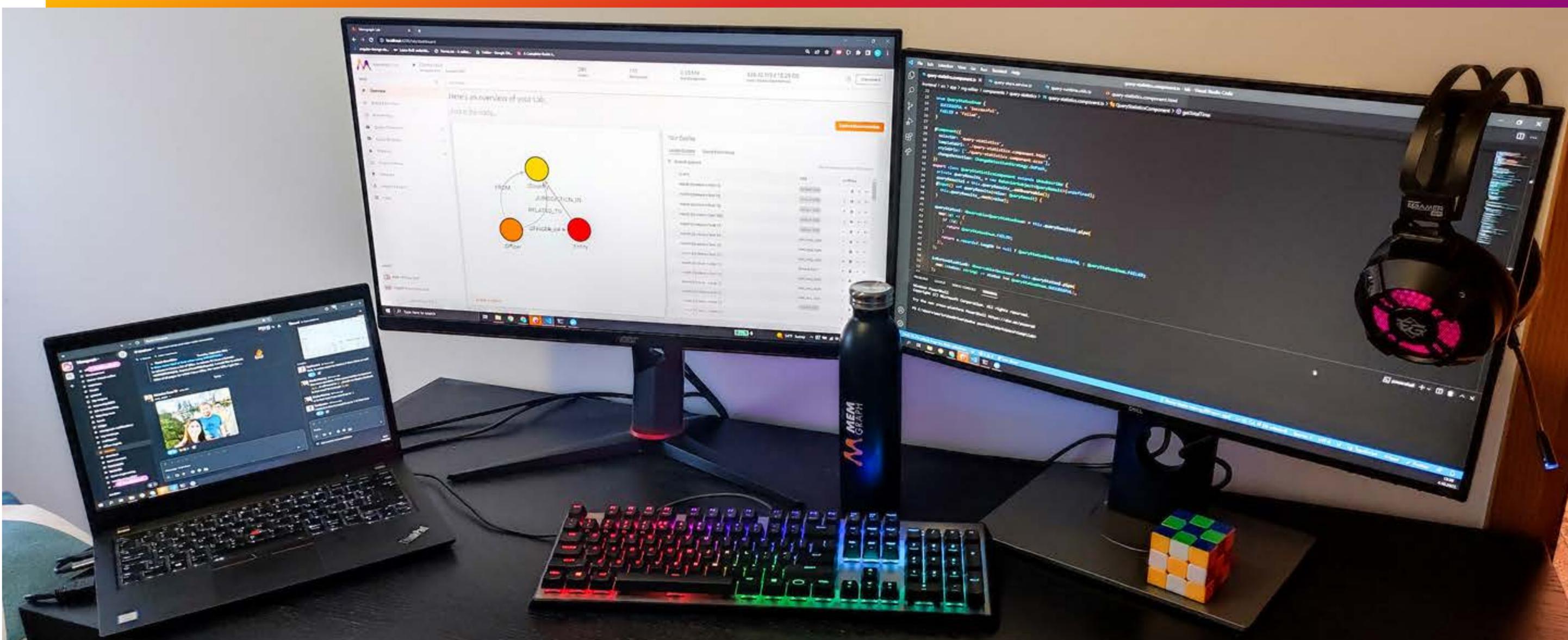
Top-notch equipment

There's an incredible amount of thought that goes into the onboarding process at Memgraph, including an amazing new hire swag kit and the top-notch equipment to work on.



Hybrid office/coworking

We set up an office (dog friendly!) in Wespa Spaces in Zagreb that we use for brainstorming and creative sessions that are hard to do remotely or to work together when people come for an onsite.





Health & Wellbeing



Health insurance

When was the last time you had a complete physical? We encourage everybody to take time for their physical health and provide health insurance to our employees to motivate them to do at least an annual physical examination and a comprehensive eye exam to stay healthy.



Gym Allowance

Regular exercise has many health benefits, and it's even more important if you spend most of your days sitting. We offer a gym allowance that goes directly into your pocket, or in Croatia, people can choose a Multisport card instead.





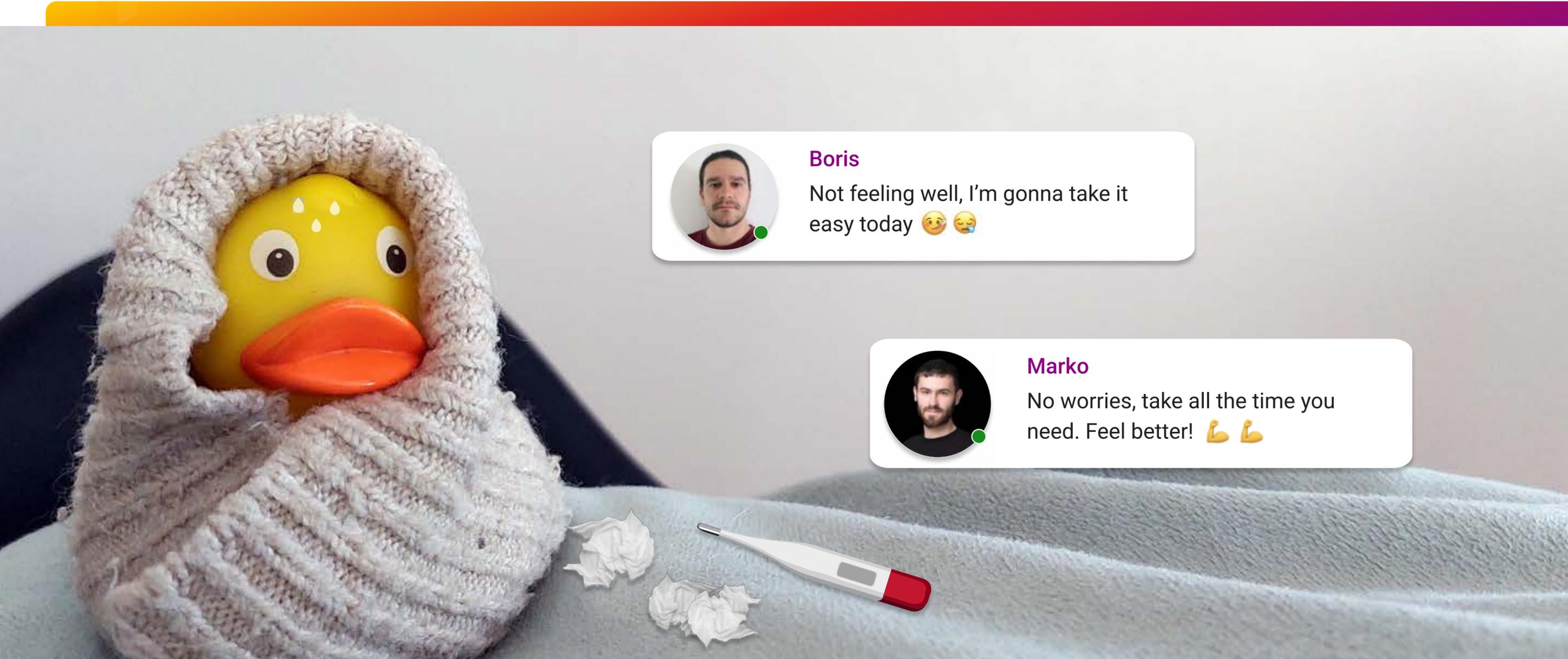
No Admin Sick Days

Memgraph offers a flexible sick leave policy, allowing employees to take some time off work without the need for medical documentation or other administration.



Fully Paid Sick Leave

It's no fun to be sick, so when a doctor gives you a leave of absence, Memgraph will pay your full salary even if sick leave is to care for your child.



Boris

Not feeling well, I'm gonna take it easy today 🤔😓



Marko

No worries, take all the time you need. Feel better! 💪💪



Team



Team Bonding Budget

We give teams a budget to get together and do something fun at least once a month. Team buildings can be virtual lunches, in-person painting parties, or whatever activity the team chooses.



Company Lunches

Working remotely, getting to know the wider team can be tricky. That's why we started these virtual lunches that happen every quarter. Memgraph provides the food, and we share a moment over lunch.



Company Retreat

Unlike an onsite, a company retreat is when we go somewhere on the beautiful Croatian coast for a couple of days to regroup and recharge.



Josip

Where are we going next month?
1. Bowling 2. Karting 3. Dinner

👍 2 🗳️ 5 🗨️ 1



Budgets





WFH Allowance

We give a monthly allowance to help relieve some of the financial burdens of working from home, like the Internet bill.



Home Office Budget

Build yourself an ergonomic, more productive, and fulfilling home office or remote workplace with a dedicated home office budget.



Personal Development Budget

This one is self-explanatory; learning and development are necessary to take us a step further.



“Making my space beautiful really keeps me motivated to work more productively. Just a few more touches and it will be complete.”

-Ana Marija





Bonuses



Performance Bonus

We believe hard work, commitment, and the company's overall growth are closely intertwined. If the company does great, we all do great.



Holiday Bonus

Even Memgraph is feeling festive in December and is giving out holiday bonuses regardless of performance.



Gifts for Children

At Christmas time, we give something to the little Memgraphers. After all, presents are all Christmas is about to them. :)





MEM GRAPH

