



zeroG – Who we are and what we offer

Who we are

We are a cross-skilled team of 83 data and AI experts, that build impactful solutions for world-leading airlines; founded by Lufthansa Systems in 2015.

We believe airlines need to instrumentalize their data as a force for good that drives their competitive edge.

zeroG is set to solve challenges in commercial aviation by building cutting-edge data and machine learning application for airlines.

We are trusted partners to industry customers and partners like Microsoft Azure and Google Cloud, while delivering human-centered, end-to-end data science solutions, that help clients eliminate cost, boost productivity and discover new business potentials.



Our Team

Curious. Honest. Driven. A little quirky.

- You'll meet all kinds of people from different backgrounds here.
- Every day they move zeroG forward.
- They analyze our client's business processes; boost productivity & discover new business potentials.
- They find patterns in data and come up with cutting-edge Data Science, Machine Learning and AI solutions.
- They ideate, develop and constantly improve zeroG's own products and services.
- They shape our culture.

They are our most valuable assets.



Our Culture

At zeroG we're driven by **talent and curiosity**.

Guided by our purpose and values, we make decisions and create **impactful data solutions**.

Working at zeroG is not like working at other organizations. We are a **self-managing team** and believe in distributing **responsibility and opportunity** throughout our company, not relying on rigid hierarchies.

We always promote and practice **open dialogue**.

Fun is a vital part of our creative process, and we work hard to **cultivate diversity, mutual trust**, and a **positive team spirit**.



Diversity & Inclusion

zeroG celebrates **diversity and equal opportunity**. We believe that a healthy organization is made up of a team of individuals with a variety of backgrounds, perspectives, and skills.

We are committed to cultivating a **merit-based, inclusive and flexible working environment** in which our employees are empowered to do their best work.

Explore & Challenge

At zeroG you will be challenged to **leave your comfort zone** and enter your “stretch zone” every single day. We work to solve the Aviation industry’s biggest challenges & problems, which is not always easy, but is incredibly rewarding.

Self-Management & Holacracy

At zeroG we pursue an agile way of working to maximize innovation and move quickly.

To achieve this, we do away with classic corporate structures and have completely flat hierarchies, where each zeroG colleague is empowered to **self-manage** and helps shape and run the company.

What does this mean?

- We trust that making people feel fulfilled and empowered, produces the best possible outcomes
- We promote entrepreneurial and collaborative work
- We have a culture of accountability



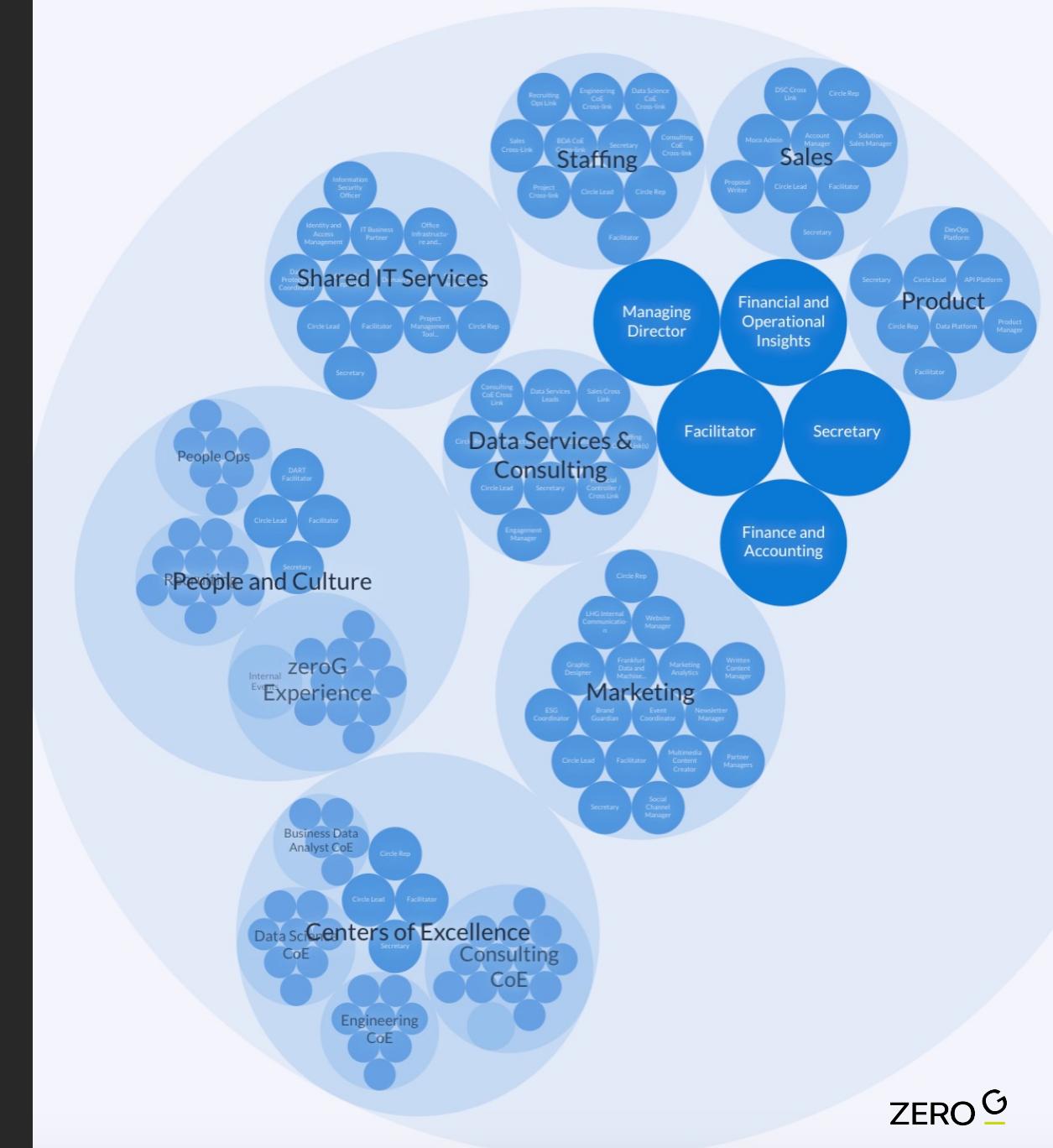
Circle Structure & Roles

What is a circle?

A circle is a collection of roles – or circles – that self organize to fulfill a specific part of zeroG's overall purpose.

What is a role?

Think of a role as a mini job description that clarifies who is responsible for what in a circle. One person can have many different roles in different circles.



Our Values

- **Collaborate:** We cultivate diversity, mutual trust and a positive team spirit.
- **Connect:** We always promote and practice open dialogue.
- **Inspire:** We love to amaze people with elegant solutions.
- **Explore:** We are fearlessly curious truth-seekers.
- **Smile:** Fun is a vital part of our creative process.



Rewards & Benefits

To help our Team stay happy, motivated and feel successful every day, our approach to rewards and benefits puts each zeroG'er at the center of our People and Culture strategy.



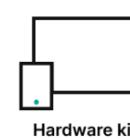
Job ticket



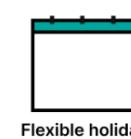
Hybrid working



Training & development



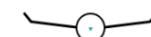
Hardware kit



Flexible holiday



Company pension



Industry discount



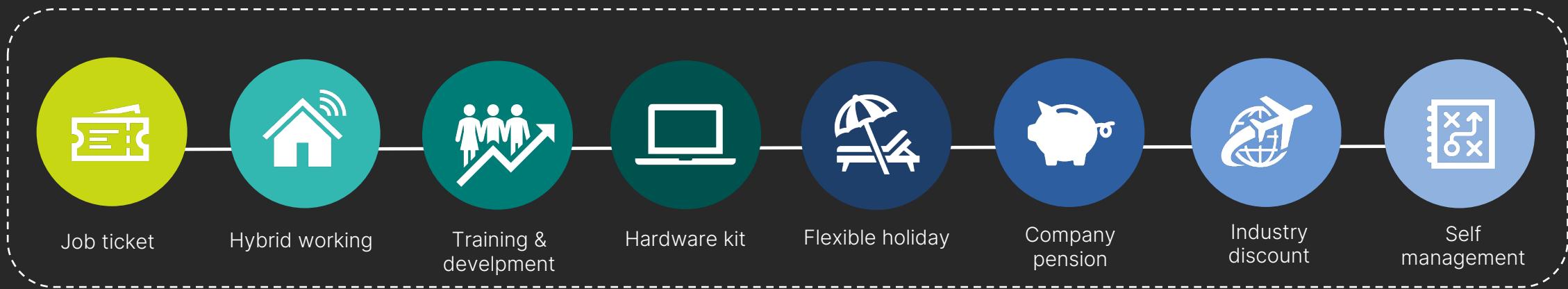
Self management

- We support **parents**, enable **part-time** work options, promote **health & wellbeing** and provide **full flexibility** to ensure your **work-life-balance** stays healthy.
- At zeroG we believe that you can do your best work where you feel most productive. For some that's in the office, for others that's at home. Therefore, we support a **completely hybrid way of working**, to enable our Team to work wherever they can do so most effectively.
- While we appreciate the value of face-to-face interactions, we know that combining remote work and office work is one **key ingredient to a successful team** and **modern way of working**.

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