



New Joiner Package



Welcome to Finastra!



We're thrilled that you've made the decision to join Finastra as the next step in your career. We want this to be the beginning of a long and rewarding experience and have created a few resources to help you with the transition to your new role.

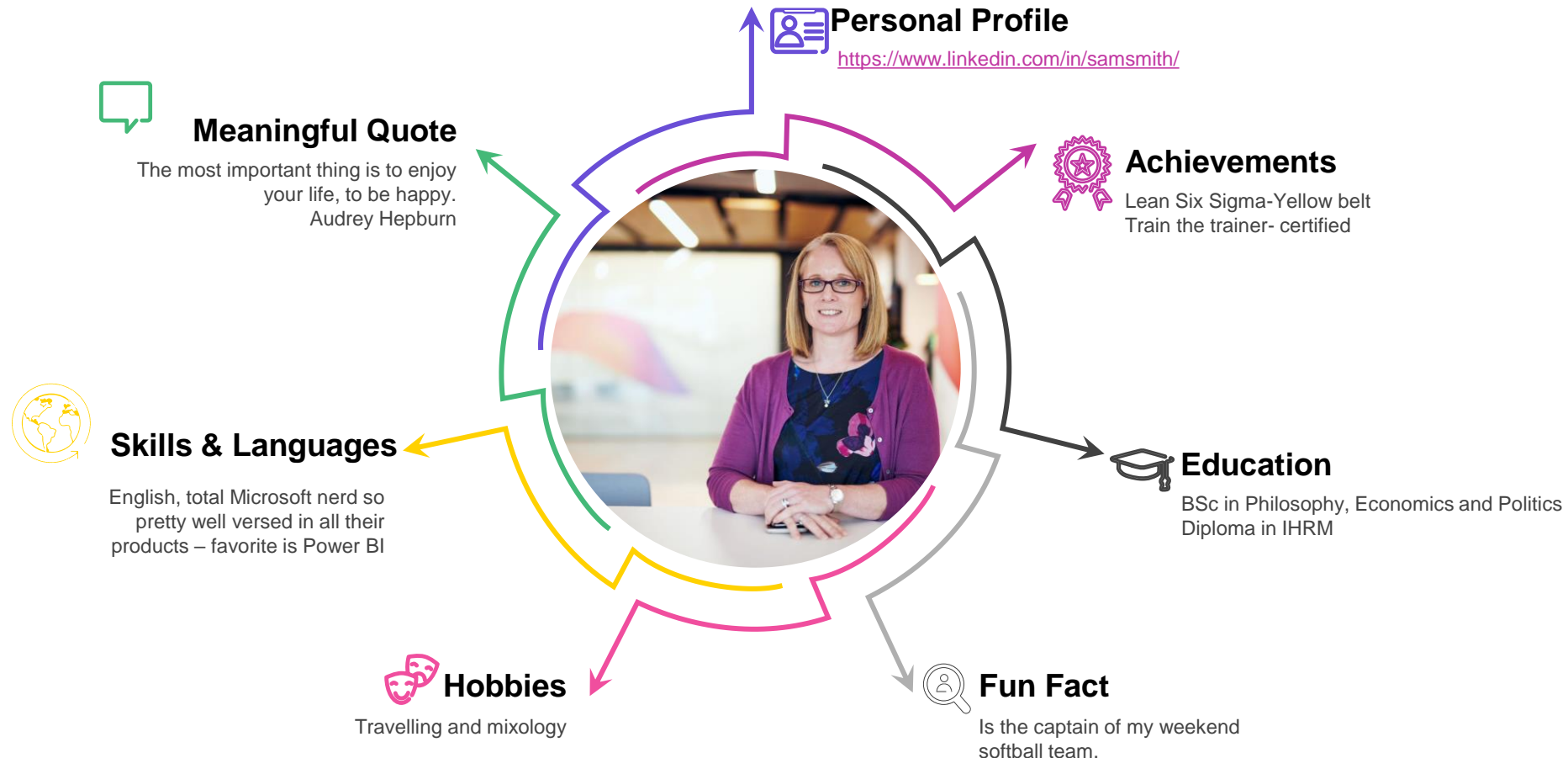


Between now and your first day, your direct manager will reach out to you with specific details regarding how your first day will go. If you have any questions before that however, please feel free to reach out to either them or the People Partner who assisted you through the recruitment process.



First things first - introductions

Here at Finastra we're open to collaboration. One of the ways we maintain this is by keeping everyone in the loop of new joiners in our teams. Before your first day, please complete the **Introduction Slide Template** found on the **Becoming Finastra** page and provide it to your direct manager to share with your team. Here's a sample one to give you an idea of what it looks like.



The Finastra Values



At Finastra, we are on a journey to become the most loved, diverse and inclusive employer in Fintech. Our company culture reflects our shared Values and Behaviors that influence what is important to us, and how we work together to achieve our strategy and goals aligned to Mission 2021.

Our values are at the core of how we behave in pursuit of our mission. Our Values are at our core – they are the five Values that we live and stand by. They represent the feedback of 60% of our employees across Finastra as we defined our Values.

A photograph of three people in an office setting. A man in a grey sweater and glasses is leaning over a desk, pointing at a tablet. A woman with blonde hair and glasses is looking at the tablet. Another person is partially visible on the left, holding a smartphone. The scene is lit with soft, modern office lighting.

Our Values

- Put Customers First**
I help my customers succeed by putting them at the centre of everything I do.
- Foster Collaboration**
I work with my colleagues across the organization to drive results and celebrate success.
- Take Ownership**
I am accountable and empowered to deliver the right outcomes.
- Be Open**
I am transparent and open, and ask the same of my colleagues.
- Ignite Innovation**
I challenge the status quo and drive innovation.

The Finastra logo is positioned in the bottom left corner of the image area.

Bringing our values to life



Our Finastra Behaviors are our Values translated into the habits we can see, they highlight HOW we act towards others or conduct ourselves – they bring to life how we behave as a COMMITMENT culture.

FINASTRA CELEBRATES

To facilitate this culture, we rely on YOU – our employees to call out when you see others demonstrating our Finastra Behaviors. You do this by being an active participant in Finastra Celebrates – our global recognition platform.



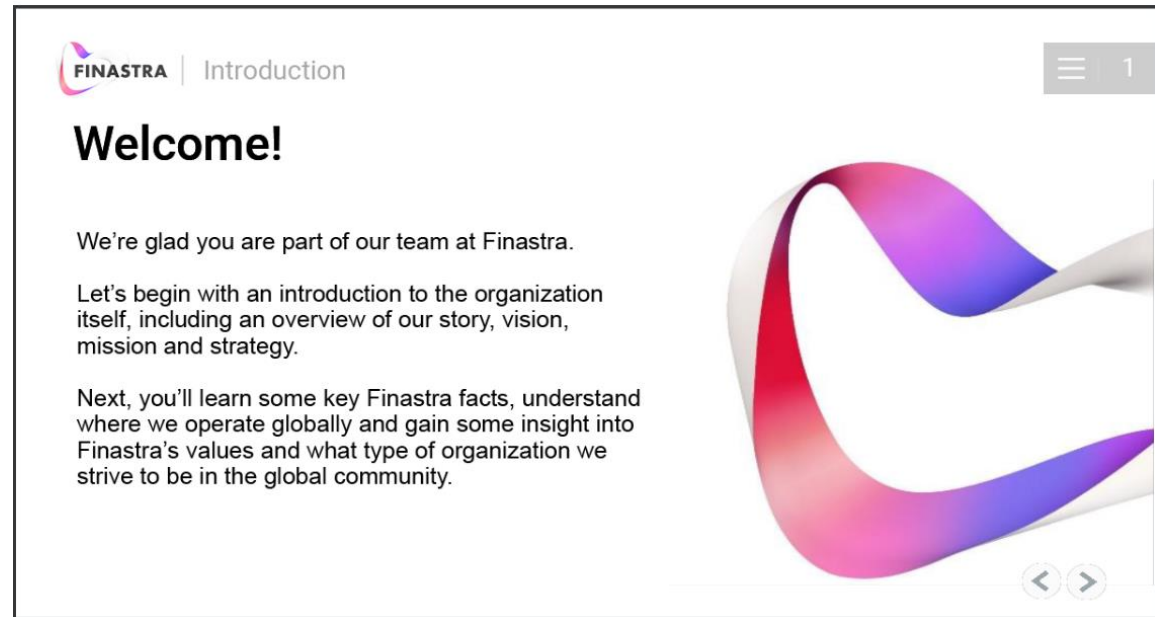
Learning about Finastra



After receiving your Finastra credentials, you will be able to use [this link](#) to access our library of learnings. To get started, you'll automatically be enrolled in the *Finastra Onboarding Journey* through FinLearn - our Learning Management System (LMS).

This course will take approximately 8 hours to complete and should be done **within your first 30 days** at Finastra. The course covers:

- A high level introduction to Finastra
- Learning about our People Programs
- An overview of our Product & Strategy
- A review of commonly used tools
- Mandatory compliance training



Frequently Used Systems & Websites



To support you in your transition, it is useful to know that there are a number of systems and websites that employees at Finastra interact with in their everyday.



Frequently Used Terms

To further support you in your transition, below are some commonly used acronyms and terms that you'll likely come across in your everyday. Once you receive your Finastra credentials you will have access to a useful acronym page on the company intranet to help you out too. But remember, if you're not sure about something, don't be afraid to ask!



APAC/EMEA/LATAM – Asia Pacific / Europe, Middle East and Africa / Latin America

API – Application Programming Interface

CSR – Corporate Social Responsibility

EBITDAC – Earnings before interest, taxes, depreciation, amortization and capitalization

ELT – Executive Leadership Team

EXM – Employee Experience Monitor, a regular ongoing channel for employee feedback

Fintech – Financial Technology

FFDC – FusionFabric.Cloud, our open platform to unlock the potential of the entire fintech ecosystem.

FLT – Finastra Leadership Team

GTM – Go-to-Market

RRR – Reflect, Results, Reward. Our year-round employee performance experience focusing on talent and reward.

THE FUTURE OF
FINANCE IS OPEN

