



# Culture book

Get to know our company  
culture inside and out!



# Why a culture book?

## BECAUSE...

- ✔ We want our readers to understand who we are and what makes us unique.
- ✔ One of our core values is transparency and explicitly showcasing our culture is a must!
- ✔ As a fast-growing company, we believe a strong culture will drive our teams in delivering the best of themselves and reach new milestones.
- ✔ Our culture is precious and deserves to be highlighted in a dedicated culture book!

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A WORD FROM OUR

## Founder and Acting CEO

At N-SIDE, we believe that each individual has the power to make the world more sustainable with innovative solutions based on advanced analytics and cutting-edge technologies.

We are proud to have created a caring environment where we commit to support our customers in making better decisions that will help them be more efficient in a resource-limited era.

In order to reach and meet the challenging objectives of our fast-growing company, we ensure to offer all necessary resources for each N-SIDer to constantly learn and evolve. We encourage our N-SIDers to deliver the best of their abilities and to reward all impactful initiatives at their fair value.

We rely on strong values driven by each individual and together, we act as a dedicated team to bring N-SIDE towards new horizons where we can deliver our added-value and make the difference.



**Philippe Chevalier**  
Founder and Acting CEO

## About N-SIDE

### N-SIDE over the years

- 2000** ● **N-SIDE IS FOUNDED**
- 2002 ● LIFE SCIENCES OPTIMIZATION
- 2004 ● FIRST PRODUCT CREATED
- 2006 ● ENERGY OPTIMIZATION
- 2018** ● **AWARDED GREAT PLACE TO WORK**
- 2019 ● WE REACH 10M EUR REVENUE!
- 2019 ● THE N-SIDE SUITE IS BORN!
- 2020** ● **OPENING OF OFFICES IN CAMBRIDGE (MA, USA)**
- 2020 ● WE ARE A CERTIFIED B CORPORATION!
- 2021 ● AWARDED AMONG BEST WORKPLACES IN BELGIUM (RANKED #5)
- 2022** ● **OUR TEAM CONSISTS OF 200+ N-SIDERS**
- 2022 ● AWARDED AMONG BEST WORKPLACES IN BELGIUM (RANKED #5)
- 2022 ● AWARDED AMONG THE BEST MANAGED COMPANIES IN BELGIUM BY DELOITTE



### Our vision

Build a healthy and sustainable world by optimizing decisions.



### Our mission

We empower our customers with innovative analytics solutions to anticipate and act on their future in a resource-limited and fast-changing era.

## Our values held by our employees



### Commitment



*At N-SIDE we combine passion, enthusiasm and excellence. We stick to a project, to an idea, to a goal by giving it a genuine effort. Our commitment is what makes us reach our best level everyday!*

**RITA MEIRINHOS**

## Our culture in a nutshell



### CARE

N-SIDERS care for their peers, their customers, themselves and care about a more sustainable world.



### LEARN

N-SIDERS seize every opportunity to learn new skills all along their journey at N-SIDE.



### GROW

N-SIDERS grow through their work experiences and personal development to become fulfilled and impactful.

*Because I am inspired by N-SIDE's mission, I feel energized about my work challenges and committed to bring my best to the table every day, to create a positive impact together with my colleagues, for our clients and for our future society.*

**SYLVIA HALLER**



## Collaboration



*Collaboration is built into our culture at N-SIDE. I love how working with colleagues and clients gives me so many opportunities to learn. And for both technical and business aspects of our work, I feel like I can always seek help, advice, or guidance from my peers, my manager, or a member of the account management team. This makes such a big difference to me. Our culture of collaboration extends to our external partners as well - we are just as invested in their programs and trials as they are.*

**KATHLEEN WANG**

*Collaboration is not only part of how we all work together, it's part of who we are as N-SIDERS: how we help each other to reach our goals, how we integrate our different strengths, how we trust one another and are never afraid to reach out and listen. Collaboration is to me a common ground where I know I never work alone; I trust that I can rely on my colleagues by simply reaching out - in return I will always find passionate, fun and driven team players who are always willing to go the extra mile with you!*

**FIORENZA PROVENZANO**



## Fun



*Sometimes I forget that I am actually working. That's not because I have blackouts but simply because N-SIDE has created a fulfilling environment, ensuring that working is always a pleasure!*

**MAXIME HANOT**

*Working at N-SIDE is almost like working with friends on a project. You work hard but you have so much fun doing it! I never go through a day without laughing until I cry with other N-SIDERS!*

**MAËLISS BASTOGNE**





## Innovation



*Innovation is spicing up our daily work! We keep improving ourselves and bringing the most creative solutions to our clients to enable their success. That's what makes the job interesting: you're never bored at N-SIDE, you feel inspired every day.*

**SOPHIE MARQUET**

*The collaborative culture between committed/passionate colleagues and partners is the essential component of a flourishing innovation ecosystem. At N-SIDE, innovation has been a key ingredient in our DNA for many years. People try to reach the next level on each single task, challenge or situation. They are always keen to propose new ideas and take initiatives. Our bottom-up approach is a wonderful engine for innovation that we try to maintain and share every day!*

**CHARLOTTE TANNIER**



## Passion



*Every morning, I wake up in great shape because I love what I am doing at N-SIDE. Everyone is keen to help each other and I actually feel myself growing fast and working more efficiently thanks to passionate and caring colleagues. If you ask me what is my best decision so far? I would definitely reply: 'Joining N-SIDE!'*

**YUNDI WANG**

*Passion can be expressed in different ways. At N-SIDE, I observed that many colleagues share this strong and contagious enthusiasm when talking about who we are, what we do or how we do it. They are intrinsically motivated and it fuels the success of our company. It makes us eager to learn and grow as a person. I find it pleasant to work in such an environment but it also requires a deep sense of caring to make sure this passion remains anchored in each of us!*

**WOLF BERWOUTS**



## Transparency



*We communicate to everyone, as transparent as possible, each of our decisions. Being open about our internal decision making process is at the core of our operations and helps us move as a cohesive team with strong alignment. Information is accessible to all, without any barriers that exist in more traditional, outdated management styles. At N-SIDE, you are a trusted member of our team from the first day, giving you the right level of insights not only on what we do, but also why we do it.*

**CLAUDIO KUHLMANN**

*Although many companies “say” their core values, many don’t actually “do” them. At N-SIDE, all of our core values are a crucial part of the company’s day to day activities, including transparency. At N-SIDE, every aspect of the company’s operations, internal decision-making and strategy of future growth is clearly communicated as an open conversation with all employees regardless of role. By creating this open environment, there’s a strong sense of trust from the top down which helps foster an efficient and enjoyable work environment.*

**JAKE LEVINE**



## Diversity



*Being an N-SIDEr is being different but equal. I work with colleagues from different countries and diverse backgrounds forming all together a diversity-rich environment which leads to interesting discussions and outstanding results. At N-SIDE, we constantly celebrate the differences between us and value the richness each one of us brings to the company.*

**YAFIT AZRAN**

*To me, diversity is building relationships with people from different cultural, ethnic and professional backgrounds because of our differences instead of despite our differences. At N-SIDE we can find people of different nationalities and cultural backgrounds, contributing to a diverse atmosphere. We can all leverage our experience and expertise, while feeling supported and encouraged to step outside our comfort zone!*

**DIOGO RIBEIRO**





## Our culture in N-SIDERS words



# Experiencing N-SIDE culture

## 1 Autonomy

At N-SIDE, we strive to **empower people**. We make sure everyone can take on responsibilities, and allow each N-SIDEr to shape his/her own development path. Everyone can take initiatives and determine “how” to do something, instead of being told “what” to do.

The level of autonomy is set and measured through **yearly objectives**. They are set up within each team and for each N-SIDEr. By defining objectives and key results, we align each team with the company's vision, and ensure everybody aims at our common goals. Once objectives are set, we decide ourselves how to reach them in full autonomy but still with our colleagues' support.



## 2 Flexibility

Trust, collaboration and transparency at all levels allow us to have a very **flexible work environment and schedule**: we promote flexible work schedules and homeworking in order to maintain a healthy work-life balance. This flexibility is reflected in our **fun, collaborative and pleasant openspaces**.

Flexibility also comes through our **Flex Rewards Plan**. Employees can **compose their own salary package** in the matter of non-statutory benefits and thus, optimize it following their personal needs. For instance, N-SIDErS can select the most optimal and ecological means of transport for their private and professional usage.

# 3 Collaboration

We truly believe in working together where everyone is trusted, respected and listened to.

We encourage collaboration across departments, creating networks, transversal teams and projects where initiative, empowerment and collaboration can flourish! **Teamwork and team spirit** are key at N-SIDE. Driven by a strong sense of collaboration, we ensure to achieve and often exceed our objectives!

Transversal collaboration is enhanced thanks to collaborative spaces and cosy areas in the office, where people can gather and work in a relaxed atmosphere. To support our collaborative spirit, we rely on **efficient and user-friendly tools**: Google Workspace, Slack, Jamboards, and Confluence.



# 4 Initiative & Entrepreneurship

At N-SIDE we have start-up roots and today, as a more established but dynamic and fast-growing scale-up, the **entrepreneurial spirit** still holds a significant place in N-SIDE culture!

N-SIDERS are driven by the **desire to constantly improve work processes or life in the office** by thinking out of the box, suggesting creative ideas or solutions that make N-SIDE grow!

## 5 An open culture

N-SIDE is a very diverse and multicultural workplace: you will meet people from over 25 nationalities who grew up with different cultures and backgrounds. Together, they shape and maintain a very culturally rich and open culture in which everyone contributes authentically no matter its age, seniority or background.



## 6 Learning & Career

We strive to offer to all N-SIDERS a journey during which we can all **learn, grow and evolve by empowering people to become the owners of their own development.** N-SIDE invests in employees' development journey by offering a large range of learning and development opportunities:

- ✔ Corporate training: business and soft skills, online resources, knowledge sharing sessions, opportunities for technical trainings
- ✔ Dedicated programs designed for specific groups such as Leadership Program, Senior Expert Program
- ✔ Developmental objectives and individual development plans for all N-SIDERS
- ✔ Coaching moments by team manager and professional coaches
- ✔ Well-being programs and workshops
- ✔ Learning on the job: informal learn and share moments with our colleagues

Many different **career paths** are possible at N-SIDE, allowing N-SIDERS to grow in many possible ways. We offer perspectives of evolution within the same team but also opportunities to move internally.

## 7 Feedback & Recognition

As an innovative and constantly improving company, we are driven by a strong culture of feedback. It ensures we keep learning and growing both **as individuals and as an organisation.**

We make sure to frequently give and receive feedback at all levels, in a trustful environment, with the objective to increase self-awareness about personal strengths and areas of development.



## 8 Workplace

Our headquarters are located in Louvain-la-Neuve's scientific park, away from the busy city center but close enough for a walk during lunch break or a quick run around the lake. Large parts of our main premises offer a relaxing view of the forest which definitely helps lifting up the spirits on busy days!

We ensure to maintain a welcoming and warm environment in our offices. They are easily accessible and we pay special attention to ergonomics and safety so everyone feels at ease.

Our current and future workspaces are designed to reflect our culture and work spirit, based on **collaboration, fun, sustainability and new ways of working.**

We are switching progressively towards hybrid desks (standing/seating) to provide more flexibility during workdays. Some departments can benefit from a flex desk organisation (no allocated seat) complemented with lockers to store all their personal and valuable belongings.



## Get a sneak peak of N-SIDE workspaces

- ✔ Phone booths
- ✔ Focus room and library
- ✔ Marketing collaborative area
- ✔ Meeting pod and sofas
- ✔ Height adjustable desks
- ✔ Training room "Dojo"
- ✔ The "wall of mugs"
- ✔ Table soccer room
- ✔ World map wall and photo contest
- ✔ Teambuildings wall and darts
- ✔ Charging stations
- ✔ Nap room



# Beyond work

N-SIDE is much more than a work environment. It is also a place to build friendships, have fun, give back to the communities and make the world a better place. How can we achieve this concretely? Easy! We have committees!

**Committees** at N-SIDE are one way to support participation and collaboration inside or outside our offices. The objective is to **rally N-SIDERS among a common and selfless interest**, in order to promote and take part in impactful initiatives! Every N-SIDER is free to join one committee and participate in bringing N-SIDE to the next level of commitment!

## We have for now 8 committees:



### Living Committee

A huge part of being an N-SIDER is our awesome work environment. For this reason, we launched the living at N-SIDE committee to gather all ideas or suggestions on how to improve our daily life at the office.



### Diversity & Inclusion Committee

The committee's aim: bring the values of a diverse and inclusive culture to life – how we treat each other and how we work together to become a progressive company about matters related to diversity and inclusion.



### Social Committee

We consider ourselves fortunate and we believe that giving back to communities, to people and to the environment is our responsibility. Giving back to the community is the mission of the social committee.



### Fun Committee

The name says it all. We bring the fun to the next level by organizing many fun activities like afterworks, video games night, board game nights, fun videos of N-SIDERS, etc.



### Green Committee

We also think that it is our responsibility to fight against climate change as individuals but also as a company. The green committee gathers N-SIDERS willing to share great ideas and initiatives to help save our planet. In December 2020, we planted 300,000 trees with the Jane Goodall Institute thanks to N-SIDE's efforts during the Care Month.



### Wellbeing Committee

The wellbeing of all N-SIDERS is our top priority! Many ingredients can contribute to make us feel better: from mental resilience, to wellness and nutrition, digital balance, and family and community factors. The committee takes an active part in setting up new wellbeing initiatives like massages, zumba and yoga classes, digital balance, and many more!



## Art & Culture Committee

Thanks to a wide variety of nationalities present at N-SIDE, we definitely evolve in a diverse and culturally rich & vibrant environment! The committee's mission is to make N-SIDE an artful place, rich in all cultures, color and music. We have started by having an Art Wall at N-SIDE where each N-SIDERS could share their own vision of art.



## Sport Committee

For sport lovers! Together, we regularly organize several sporting events so everyone keeps healthy and in great shape!



On top of committees, we have several initiatives to celebrate N-SIDERS life events and to spread our caring mindset to each others.

Thanking each other is very important to us: it is thanks to our employees that we have become a successful company. We are aware that without the commitment and passion of all our people, we would not be where we are today.



## Celebration

- ✔ Weddings
- ✔ Newborns
- ✔ Birthdays

While we all join in celebrating such important milestones, we also ensure to offer an incentive during these special moments.



## Team buildings

Another important way of spending fun time and celebrating together can be experienced during our memorable team buildings. Dancing all day long at Tomorrowland or hitting the slopes with your colleagues? That's what you can expect!



## Work hard, play hard

We always make sure to spend fun time together and celebrate our successes! Any excuse is taken to have fun and everyone at N-SIDE contributes in cultivating the pleasant work environment we are really proud of.

Besides organizing regular company celebrations and parties, we also encourage our employees to initiate or suggest different kinds of relaxing activities. N-SIDERS are however, never forced to participate. They join the ones they enjoy the most and when they want!



### Table soccer

A real institution at N-SIDE! Commonly described as the best way to take a break and relax at any time. Twice a year, an official tournament is even organized, before the summer holidays and before the Christmas holidays. A real championship where everyone joins to cheer and support the players!



### Afterworks

Every two months, an official N-SIDE afterwork is organised in the Louvain-la-Neuve area, around different themes. Cherry on the cake: the first drink is offered by N-SIDE!



### Sugar cubes

A few days before Christmas, employees address each other thanking notes and positive messages. A kind way to recognize each individual's contribution.



### Holiday picture contest

Every year, N-SIDERS are invited to share their nicest and/or funniest holiday picture wearing N-SIDE's t-shirt. At the end of the year, we take a poll and the most voted picture wins a prize offered by N-SIDE.

AN INNOVATIVE AND PURPOSE DRIVEN COMPANY



GET IN TOUCH

Are you willing to join us and become our next N-SIDer?

Start building a meaningful career in a fun and flexible work environment!

DISCOVER OUR OPEN POSITIONS

