



# 2021 Diversity & Inclusion Report

Driving  
Meaningful  
Change

[www.mitto.ch](http://www.mitto.ch)





# An Intro from Mitto

Our mission at Mitto is to deliver reliable, high-quality, global, omnichannel communications solutions that support businesses in engaging their customers – no matter where they are or what device they're on - every single time.

Our clients—from social media innovators such as TikTok, to leading B2Bs like SAP—serve millions of people around the globe. And part of why we've been so successful in serving them is that our team is just as diverse as our clients' customer base.

Growing a diverse workforce started with our people-first approach to building a business. We use data to guide decisions, yes, but we've also designed processes that revolve around true empathy for each employees' individual needs. We want our people to succeed in all areas of their lives, not just work. As we've grown, we've managed more and different kinds of people: this, in addition to our focus on empathy, has ensured a strong diversity and inclusion focus that's scaling right along with us.

We actively recruit and support people from many backgrounds because this expands our collective point of view — as a business and as human beings. It brings us a huge range of experiences to draw on—unique problem-solving skills, deep cultural insights, and empathy for the end-user, just as some examples.

As a global business, we truly need an international and diverse team to succeed. At Mitto, diversity is never “done”. It's not a box with a check mark, or a crossed out item on a to-do list. It's a mindset and an active, conscious commitment to ongoing action that starts at the top. Our leadership is always working on listening campaigns, smart practices and generous policies that foster inclusion and diversity and recognize and celebrate our differences. The world keeps on changing, and so do we.



Smart and talented teams will do amazing things, but truly diverse teams will do the impossible.

**Andrea Giacomini, CEO of Mitto**

# What Does Diversity & Inclusion Mean to You?

At Mitto, diversity shapes every part of how we do business. We believe that a diverse team is crucial to our success — and to our ability to ensure Mitto is supportive and inclusive of its entire workforce. Our global talent represents a commitment to prioritizing diversity & inclusion within our company. Here's what a few of our leaders had to say about what D&I means to them.



**Milorad Mitrovic, Vice President of Global Sales**  
Belgrade, Serbia

"Diversity means being accepting and open-minded to different views, whether they are personal, cultural, or other. When you say 'diversity', many people think about race, but I see it as being open-minded and accepting everyone."



**Evgeniya Pikina, Vice President of Business Development**  
London, UK

"My lifestyle changed completely after I moved from Russia to the UK. Once I joined an international company with people from around the globe — of all possible nationalities, ages, and backgrounds — I realized how different we are. My Russian approach is still here now, but I'm more flexible and I try to see everything from the point of view of the other person."



**Ramon Kania, Chief Technology Officer**  
Berlin, Germany

"For me, diversity means different people working on the same goal. We as a company have to be aware and make sure to rethink old habits, especially when it comes to our products. That is why it is important to include as many different people and make sure to get more points of view — to find the best solutions."



**Laura Apel, Senior Vice President of Marketing**  
Los Angeles, California

"To me, diversity means growth. We are all individually shaped by the experiences we've had, and every one of us has something of value to share from our personal and cultural journeys. Working in an environment that promotes diversity means we are each given the opportunity to learn from our differences and adapt to new ways of thinking and approaching our collective goals, ultimately resulting in team — and personal — success."



**Sean Whitley, Vice President of Sales, Americas**  
Los Angeles, California

"We all come from different environments — we are raised differently and have had both positive and negative impacts on our lives. And similarly, our customers are not all the same. They come from different backgrounds and have different perspectives. For me diversity means bringing all these different perspectives together, so that we as a company create the best representation of our customers in what we do."



**Maja Ninkovic, Vice President of People**  
New York City, New York

"Diversity to me means creativity and innovation. If everyone in the orchestra had the same instrument and played the same notes, we'd have a pretty monotonous symphony. In business, the diversity of voices brings fresh perspectives, new insights, and interesting discussions — driving innovation and new opportunities."



# Our Leadership

Diversity starts at the top.

Diversity has always been a priority for Mitto's leadership team. Our leaders' wide range of backgrounds and experiences (not to mention being based in cities across the US and EMEA) help drive diversity at Mitto.

A diverse leadership is the foundation of a successful company in the 21st century. Internally, this diversity allows us to create an authentically inclusive employee experience because we can be supportive and understanding towards everyone.

Externally, having a diverse leadership team makes us highly competitive. Because we can find the right solutions for our equally diverse customers. Because our collective experiences and insight helps us recognize different market opportunities. Because it helps us spark new ideas, and embrace innovation in our work. Diversity truly is a source of strength for Mitto, and one we look forward to continuing to build.





# Our Workforce

At Mitto we embrace the idea of a genuinely diverse workforce — because it's the right thing to do, yes, but also because it superpowers our productivity and creativity.

Having a diverse workforce brings an immense boost for our company, as it multiplies the ideas we can grow from. Instead of getting a narrow slice of talent and experiences, we have a whole cake (or pizza, if you will) of different skills and perspectives. This is especially true as our team members live all over the world. All this increases our teams' productivity and ability to meet the needs of our diverse international clients.

Diversity isn't just good for our bottom line: it makes our employees happier as well. We know for a fact that a culture of diversity and inclusion improves employee retention rates and contribute to better team collaboration. This quickly translates into higher market share, capturing new markets, and increased revenues, so it's truly a win:win for both Mitto and its workforce.



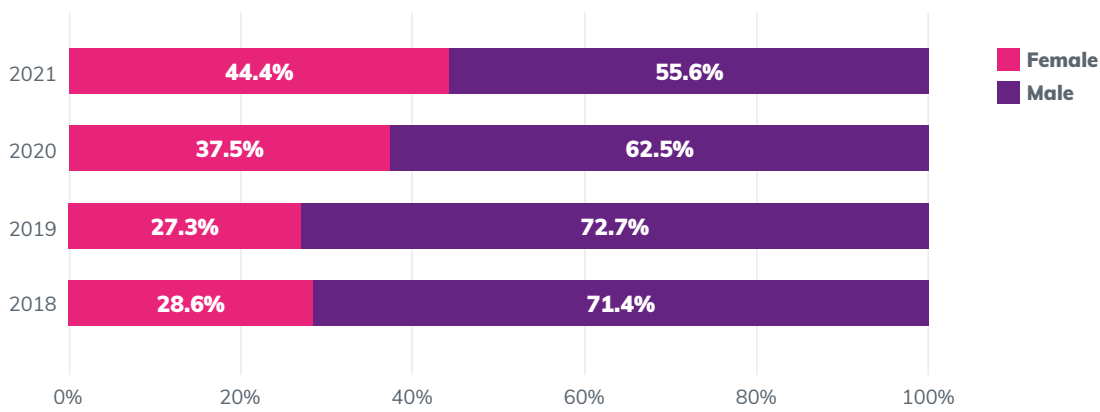
“ A lot of different ideas and mindsets working towards a common goal. That's why diversity is important. People from different cultures and parts of the world have different ideas, which — when combined — you get the best of the best.

**Toni Puljek, Routing Manager**  
**Pula, Croatia**

## Women in Leadership Roles

Having women in decision-making roles at Mitto brings different perspectives, innovative problem-solving skills, and creative ideas. In short, it's key to our success as a company. That's why we've made every effort to increase the number of women on our leadership team. And so far, it's working.

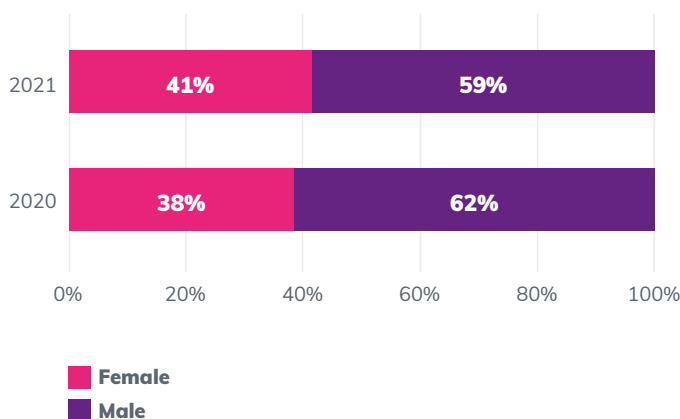
In 2018, women made up 28.6% of our leadership team. We're proud that today, in 2021, women make up 44.4% of Mitto's leadership. We've had a 17.1% increase year-over-year, and continue to work toward our goal of having leadership that's gender balanced, whether they identify as male, female or non-binary.



## Women in the Workforce

The percentage of women in our workforce has risen as well, and honestly, we couldn't be prouder. In 2013, we started out with an all-male team of founders. Today in 2021, the percentage of women on our team has risen to 41%.

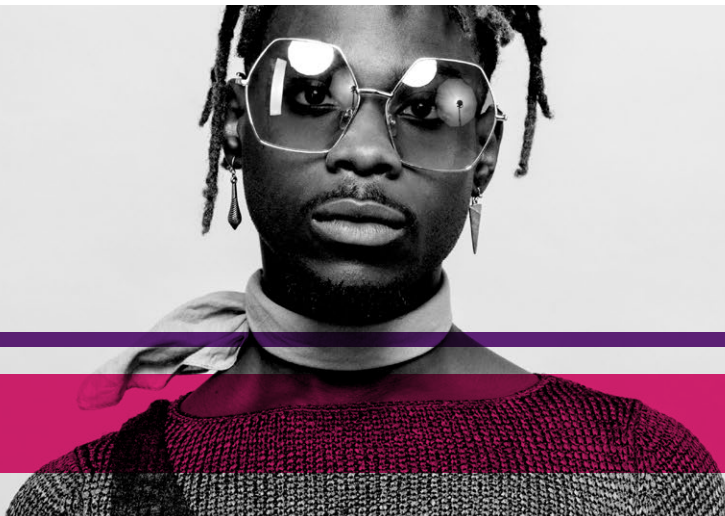
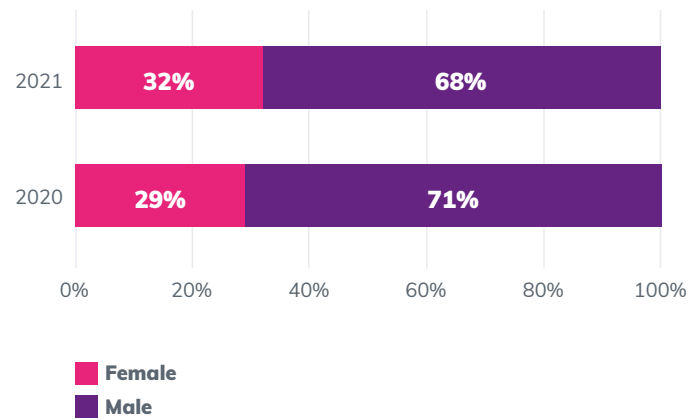
We're continuing efforts to achieve teams that are evenly balanced between men and women, while also recognizing our non-binary colleagues.



## Women in Technical Roles

As a leading provider of global omnichannel communications solutions, Mitto believes having women in technical roles is a key to the success of our company, and to the success of our diversity and inclusion strategy. We're proud that in the last year, we moved the needle on the overall percentage of women in technical roles in Mitto—especially since it far exceeds industry benchmarks.

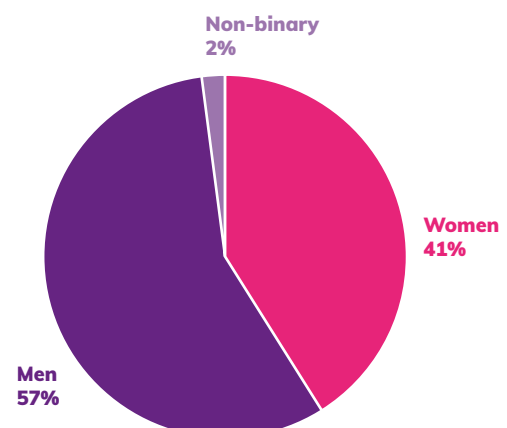
Despite these successes, our Development and DevOps teams have the lowest percentage of women currently—10.4%. So we've committed to increasing the number of women on these teams by a minimum of 5% over the next 12 months.



## Gender Identity

At Mitto, we welcome and celebrate people of all gender identities. This is a central part of our diversity and inclusion approach.

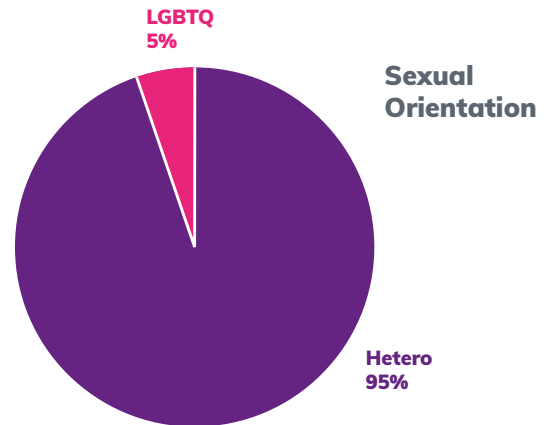
While 41% of our team identify as female, and 57% as male, we also have 2% who identify as non-binary.



## LGBTQ+

Diversity at Mitto includes sexual orientation as well. We are actively working toward defining an inclusive policy for LGBTQ+ members (as with all diversity groups).

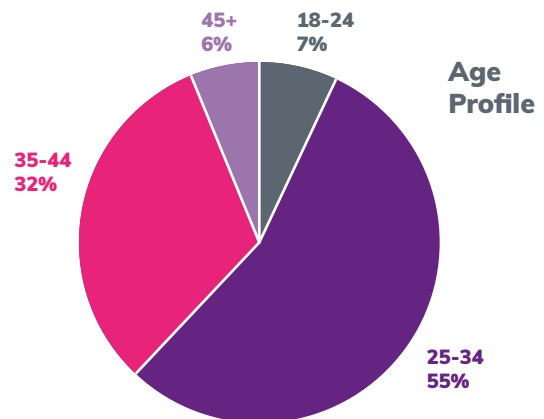
While we don't have historical data for this group, as of 2021 approximately 5% of our employees identify LGBTQ.



## Generations

At Mitto, we have people from Baby Boomers all the way to Gen Z. We're so glad to have people from all different age brackets working with us.

The majority of our team members (57%) are in the 25-34 age bracket, and more than a third (35%) are in the 35-44 age bracket. This diversity of ages makes for stronger teams that can learn from a wider range of perspectives and life experiences.

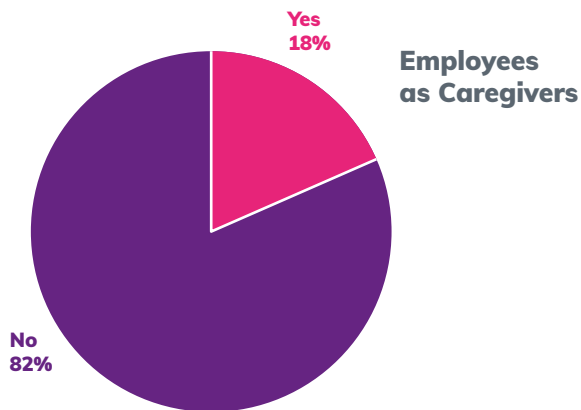




## Parents and Caregivers

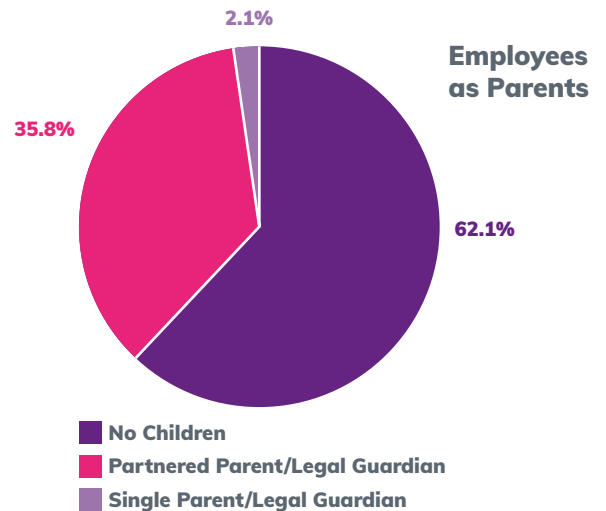
As in any tight-knit and inclusive community, many members of our teams are parents and caregivers — so we make sure they can arrange work to fit around their personal obligations.

More than a third of our team (37.9%) are parents or legal guardians. Over 2% of our entire team are single parents.



We know the lives of parents and caregivers are busy. But we also know that they have so much to offer as employees. That's why we offer flexible work that lets them take care of their close ones and dependents while still growing their careers.

What does flexible work mean at Mitto? First, we have flexible start and finish times – we are certainly not a 9-to-5 kind of company. We also practice flexible break times and, depending on circumstances, we also offer the option of a compressed work week. And trailblazing in the



In addition, almost 18% of the Mitto team are caregivers to a person other than a child.

post-Covid 19 world, we have committed to being a remote-first company, ensuring that our people will continue to enjoy the fundamental flexibility to choose the location from where they do their best work.

We know time to recharge and refresh is crucial to employee happiness. To that end, we've made sure to have one of the most generous vacation policies, with 25+ vacation days a year. Additional time off is available on demand.



“Diversity is the spectrum of dissimilarities — the variety of differences between individuals. In my particular case, diversity means that Mitto embraces working mums and welcomes them to the organization, making sure all employees are treated equally.”

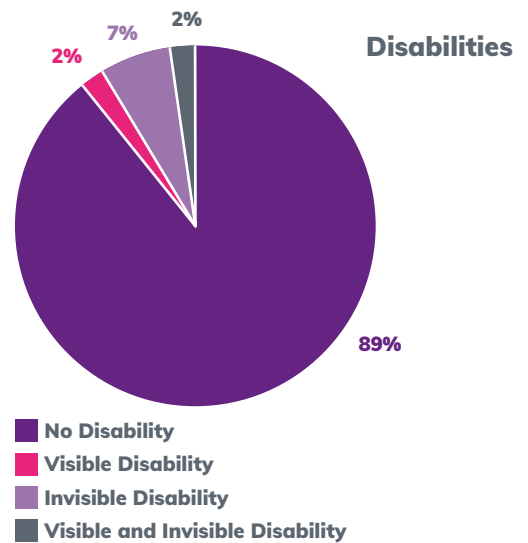
**Aleksandra Todorovic, Customer Success Manager in Enterprise Sales  
Belgrade, Serbia**

## People with Disabilities

People of all levels of ability and disability are welcomed at Mitto. Whether their disabilities are visible or invisible, temporary or permanent, we work hard to make sure our employees feel included and supported.

Eleven percent of our employees who self-declared on this question (n=89) have a visible and/or invisible visibility, with 2% of them having both visible and invisible disabilities. Team members with disabilities are an integral part of our Mitto family and get all the necessary tools, accommodations and support to perform their work without hindrance.

We're always on the lookout for new ways to make our offices more accessible, and for any additional workplace adjustments we can offer.





## Internationality

We take pride in our truly international team. The diversity in the backgrounds of our employees is clearly visible from the number of languages we speak.

While the official company language is English, Mitto team members speak many languages: Spanish, German, Italian, Chinese, Serbian, Croatian, Russian, Slovak, Ukrainian and Tamil, among others.



“ You can learn from other cultures — how they do certain things in their own ways. You can expand your views and use that to improve yourself.

**Nemanja Kalember, Sales Operations Manager**  
**Belgrade, Serbia**

## Locations

The Mitto team is truly a global one. Our team members are spread across 19 countries all over the world.

You can find us in the U.S., the UK, Germany, San Marino, Serbia, Ukraine, Croatia, Sri Lanka, Slovakia, Argentina, China, Kyrgyzstan, Malaysia, Mexico, Peru, Russia, Niger, Israel, Venezuela, and the Philippines.

As a remote-first company, we're dedicated to hiring people from any part of the planet — because we believe that our work can only grow stronger from this international collaboration.



“ Mitto is a safe place to be yourself and be accepted the way you are. I am 100% true at Mitto and I see that even people who had some stereotypes about Russians, after closer contact with me, understand that stereotypes are false.

I think the biggest value we have as a company is our people. People from all over the world pursue one dream — to provide the best communication solution and make it as simple as we interact with each other.

**Umida Khamraeva, Customer Experience & Operations Senior Manager**  
**Moscow, Russia**





## Mental Health

We care deeply about our workers' mental health. To help everyone feel their best, we've introduced flexible working hours and a generous vacation policy. Plus, everyone can request additional days off as needed, especially if it concerns their wellbeing.



“ I like the fact that my contributions have been recognized and rewarded and appreciate work-life balance and flexibility at Mitto.

**Aleksandra Todorovic,**  
Customer Success  
Manager in Enterprise Sales  
Belgrade, Serbia



## The COVID-19 Pandemic

Like most businesses, we didn't see the COVID-19 pandemic coming. But to adjust, we've made a number of changes. We now have a remote-first policy that prioritizes getting work done, regardless of where you are in the world. We've redesigned our offices in ways that keep employees safer. And we coached managers on ways to support all employees, especially those who've been personally affected by COVID-19.

All Mitto employees get 100% paid sick leave if they fall ill. And of course, they can also request extra days off for caretaking of any ill family members as well.



“ What I appreciate at Mitto as a company is that we are agile. We understand that we need to evolve as the world changes. The pandemic was the perfect example of how quickly we adapted to being completely remote. We are very flexible.

**Sean Whitley, VP of Sales Americas**  
Los Angeles, California



# Diversity and Inclusion Programs and Initiatives

Making a goal is easy. Achieving it can be a little tougher. That's why Mitto has invested extensive time and resources into creating the right education and the right initiatives for improving diversity and inclusion.

We know that this work is never 'done'. As much progress we've made in recent years, there is always more than we can achieve in this space. To accomplish more, each and every one of us plays an important and active role in weaving diversity and inclusion considerations into all that we do.



“ For me, diversity is all about acceptance. Accepting that there are different people and ideologies from all sorts of backgrounds, cultures & experiences; and being open minded about those differences.

**Sandeep Samuel, Sales Development**  
**Belgrade, Serbia**

## Mitto's Cross-Functional Diversity and Inclusion Team

The Cross-Functional Diversity and Inclusion Team at Mitto was created to nurture and realize our diversity and inclusion initiatives — starting with this very report.

Our current Team includes dedicated People Operations specialists, a Senior Account Manager, a Pre-Sales Engineer, and a Marketing Manager. Together, they're working hard every day to make our diversity and inclusion initiatives a success.



## Diversity and Inclusion Education

Our education around diversity and inclusion is just starting, and we're so excited to see it in action. In 2021, we completed an introductory session to Diversity & Inclusion with Vessy Tasheva, an international expert and one of 2019's most influential D&I Leaders globally and one of the UK's most influential D&I leaders in 2020.

The workshop was a powerful experience for employees where we've discussed how diversity means more than just race and gender. It includes sexual orientation, disability, parental status, etc. Later in 2021 we're planning to roll out a series of foundational D&I (Diversity & Inclusion) training sessions.



## Our Rich Portfolio of D&I Initiatives

Besides having a dedicated D&I team and providing education to our leadership and workforce, we run a number of initiatives that make Mitto a place where they feel comfortable bringing their whole self to work.

From receiving the warmest welcome on the team to getting top benefits and career development support, we aim to build a company where all kinds of people feel they belong. All our initiatives were created by continuously listening to our employees' needs and goals.



### Employee Listening

Building a strong and diverse team starts with listening to what people have to say.

So we use every opportunity to keep people in the loop. For example, we hold People Operations Monthly meetings where we involve team members in planning out current and future projects.

We also organize:

- Monthly Pulse Surveys
- Remote Working Perceptions Polls
- New Hire Experience Surveys
- Upward Feedback Surveys

We're proud to share the results from our last surveys, which show above average scores on both the employee Net Promoter Scores (eNPS) and overall Employee Satisfaction.

- Last Monthly Pulse Survey results: eNPS score 49, eSAT 8.2/10
- Last New Hire Survey results: eNPS: 69.4, eSAT 8.6/10

Our newest survey is the Diversity and Inclusion Pulse Survey which measures attitudes across the company. These useful tools give us first-hand feedback from across the company to ensure we're prioritizing the things that are most helpful. We also have regular employee check-in calls and surveys for new employees, so that we can find out how to make people's first experiences working at Mitto better than ever.



“ At Mitto, your ideas will be heard. This is a place for people with initiative and patience.

**Evgeniya Pikina, VP  
Business Development  
London, UK**

## Career Development

Mitto is committed to nurturing the professional development of each and every member of our team. To help us fulfill that commitment, we created the My Future@Mitto Program.

MyFuture@Mitto is a career development and employee rewards program which enables employees to prepare for future roles within the organization, using a wide variety of 'building blocks' offered to them. Based on a dynamic 1:1 feedback schedule, employees receive personalized Learning Journeys incorporating internal training, e-learning, mentoring, professional conferences, stretch assignments and other learning activities. In addition, we provide all Mitto employees free access to leading third-party learning resources like Udemy, Pluralsight, and Linux Academy.

We encourage our team members to apply internally for open positions, which are advertised in our company newsletter every month.

Another way we take care of team members is by taking care of their managers. Mitto makes

sure its managers have what they need to grow their skillsets and careers. Our leadership experience survey helps us gain insight into what our managerial team needs. We use this survey not just to listen to managers, but to help create leadership development opportunities as well.



“ I'm proud and happy to be part of the Mitto family. It's an amazing work journey. I feel that I'm developing as a specialist — surrounded by highly qualified colleagues who inspire me and provide constant support. I really appreciate that we can freely initiate new ideas, get support from colleagues, and exchange knowledge and experiences with each other.

**Yulia Sydorchuk, Senior Account Manager**  
**Paris, France / Kiev, Ukraine**

## Mentoring

Career development at Mitto gets a helping hand from our Social Buddy Program. This program pairs new hires with a Social Buddy for the first few weeks at Mitto. Social Buddies work on a different team, out of a different location, than the new hire. We're hoping this will help new employees establish strong connections across teams and locations, leading to better collaboration and a stronger internal culture.

We're also in the process of introducing a mentorship program for continuous development. This program will focus on helping employees build up their professional networks in the remote-first work environment so they can grow their career prospects. If someone needs upskilling or new knowledge, they can connect with other team members who have the right areas of expertise to build their skills and expand their network.



“ For me diversity is when people think in different ways and have different approaches, attitudes and perceptions on some topics — and different solutions. I like to discuss with people who might have different points of view or perspectives than I have.

**Monika Juhascikova, Procurement Analyst**  
**Bratislava, Slovakia**



## Family-Friendly Benefits

Juggling personal and work obligations, especially during a pandemic, can be super stressful. Our family-friendly benefits help parents and caregivers take care of others without sacrificing career opportunities.

Naturally, we offer the remote-first option to everyone. This means people can stay with their families, if they don't wish to move for a job. In addition, we offer flexible working hours to all employees. For parents and caregivers, this can be critical to being able to take care of family members and dependents, while still working and excelling in their careers.



## Team Activities

Despite the fact that we're a highly dispersed team that works mostly remotely, we know how important team activities are.

Mitto teams get funds for group activities every month. Whenever possible — given COVID-19 restrictions — we organize team gatherings, lunches, sports days, and all kinds of fun activities. We include our remote teams with things like online quizzes, happy hours, and team book clubs.



“ For me diversity means not thinking with what “kind” of person you’re interacting — you just work together, learn, listen, and share. Diversity means always having more points of view and more ways to do things!

**Valeria Campos, Sales Executive in Enterprise Sales**  
**Buenos Aires, Argentina**



## On-Boarding Program

We put a lot of time and care into recruiting, conducting interviews, and making offers, ensuring an excellent candidate experience throughout this process. So when our new hires arrive, their first impression of Mitto is a positive one. Because we recognize how crucial it is to feel welcome from day one, we designed a special On-Boarding Program.

Employees can also take advantage of the Mitto Academy program, held quarterly. This in-house Academy gives staff deep insights about our industry, our products and our technology. They'll leave well-prepared to continue prospering in their careers, no matter what department they're in.



“ I feel that I totally belong at Mitto and that this is really the best place to be. I am surrounded by professionals and we exchange knowledge every day.

**Dimitrije Kronic, Team Lead Account Management  
Belgrade, Serbia**

## Remote-First Policy

Rather than simply having a remote-first policy, at Mitto we have adopted a people-first policy. Everyone at Mitto can choose freely which part of the globe they want to work from. And returning to office work after the pandemic lockdowns is fully optional.

In the meantime, we're reimagining our offices spaces into a MittoHub concept: a network of global hubs for social collaboration. Our vision is for MittoHub to be the beating, dynamic pulse of our corporate culture, propelling learning, and knowledge-sharing throughout the continents.

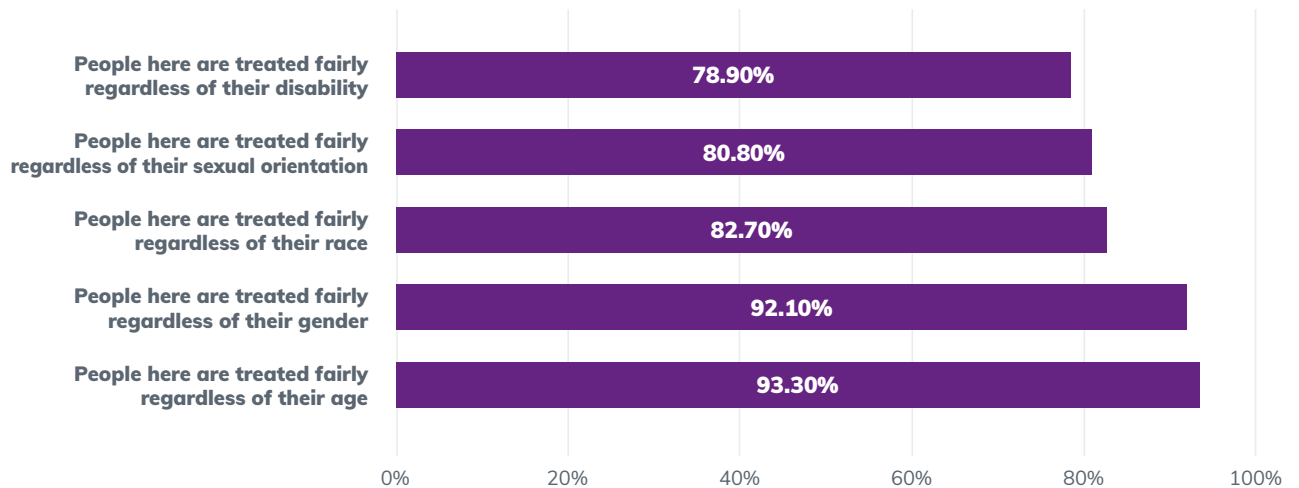


“ Mitto feels alive. Every day I start up my computer and feel instantly connected to a shared pulse that never stops beating — all around the world, every minute of the day.

**Laura Apel, SVP of Marketing  
Los Angeles, California**

## Belonging at Mitto

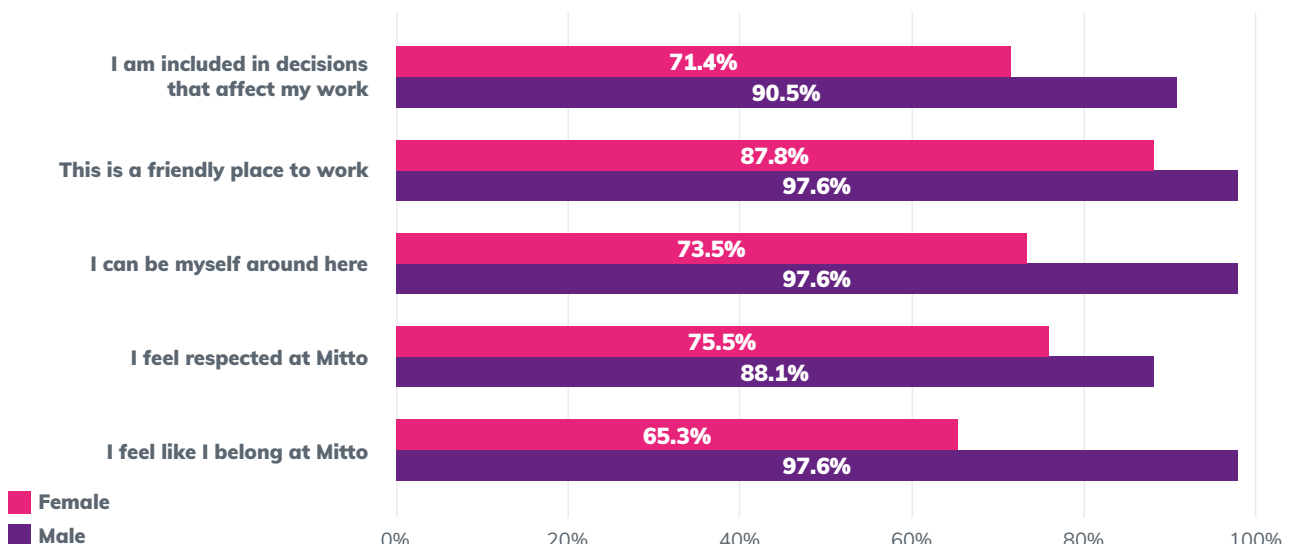
To measure how successful our D&I initiatives are, we regularly check in on how our employees are feeling. On average, the majority of team members feel they are treated fairly regardless of their sexual orientation, disability, race, gender, or age.



Employees reported feeling respected, included in decisions, and free to be themselves at work. However, we did see some trends that showed us there is more work to do. For example, men and women had very different scores for belonging (97.6% vs. 65.3%), respect (88.1% vs 75.5%), being oneself (97.6% vs 73.5%), friendly environment (97.6% vs 87.7%) and inclusion in

work decisions (91% vs. 72%). (Percentages indicate number of people checking “agree” and ‘strongly agree’.)

We definitely want Mitto to be just as friendly a workplace for women as for men. So our next D&I research will look into what’s causing this disparity and how to solve for it.





## Clients and End Users

We want D&I to flourish at Mitto. That's why our client base is extremely diverse — from Facebook, the most well-known brand in the world, to International Smart Card, an Iraqi customer from the government sector. We have customers in every region of the world — from the top U.S. consumer brands to niche service providers in small locations.

The majority of our enterprise customers are B2C, like social media app TikTok, while the wholesale side of our business consists primarily of B2B companies like SAP. Our customers offer products and services to their end users across many industries, with a strong focus on eCommerce, Financial Services, and Social Media.

So naturally we offer our clients (and their end users) a wide variety of communication platforms — SMS, WhatsApp, RCS and Voice — which benefits them but also allows us to create meaningful and long-lasting relationships with our customer base. Our services reflect the needs of clients, who come from all kinds of backgrounds,

from many generations, and have all kinds of needs. Our solutions also take accessibility and how people with disabilities use products into account. In addition, regardless of how technically skilled they are, anyone can use our tools for omni-channel customer experiences.

Our goal is to create relationships with companies that can help us fulfill our mission: to connect people from every inch of the globe with businesses that enhance their quality of life. Our expansive platform and robust operational capabilities across different physical locations lets us make this happen.

And we try to bring that spirit of inclusion to everyone, not just our customers. When we work out of a certain location, we help the community too. We've invested in initiatives that improve pediatric health, advance women in technology, and boost promotion opportunities for underrepresented minorities in the tech world. Because as much as we value diversity today, we know we have to build for tomorrow.



“ We're here to help companies all over the world. We're not trying to be good just for one region. Instead, we are trying to be the best and the easiest company to work with globally. To do that, as a company we have to represent all the regions we want to be the best in. Our teams need to be diverse to support the diverse customers in each of these regions.

**Sean Whitley, VP of Sales Americas**  
**Los Angeles, California**

“ I believe it's normal to take care about D&I during everyday life. For existing team members, I allocate tasks which suit the individual. For example, if someone is too fast with actions, I give them tasks which are shorter and faster. And vice versa, if someone is slower in actions, I give tasks which are more related to analytics — or require higher attention and more focus.

**Ivan Percic, Head of Business Routing**  
**Pula, Croatia**





## Diversity and Inclusion Partners

Diversity and inclusion is a big job, but an important one. To help us succeed, we've carefully chosen outside partners who are experts in the field.

### VESSY

Vessy Tasheva is the founder of Vessy.com, a Diversity & Inclusion and Mental Health consultancy. Born in Bulgaria and based out of Ireland, she works with clients across Europe and North America like Soundcloud, Reward Gateway, Typeform and more. Hive Learning named her as one of 2019's most influential D&I Leaders globally and as one of the UK's most influential D&I leaders in 2020.

Vessy has written several important D&I guides:

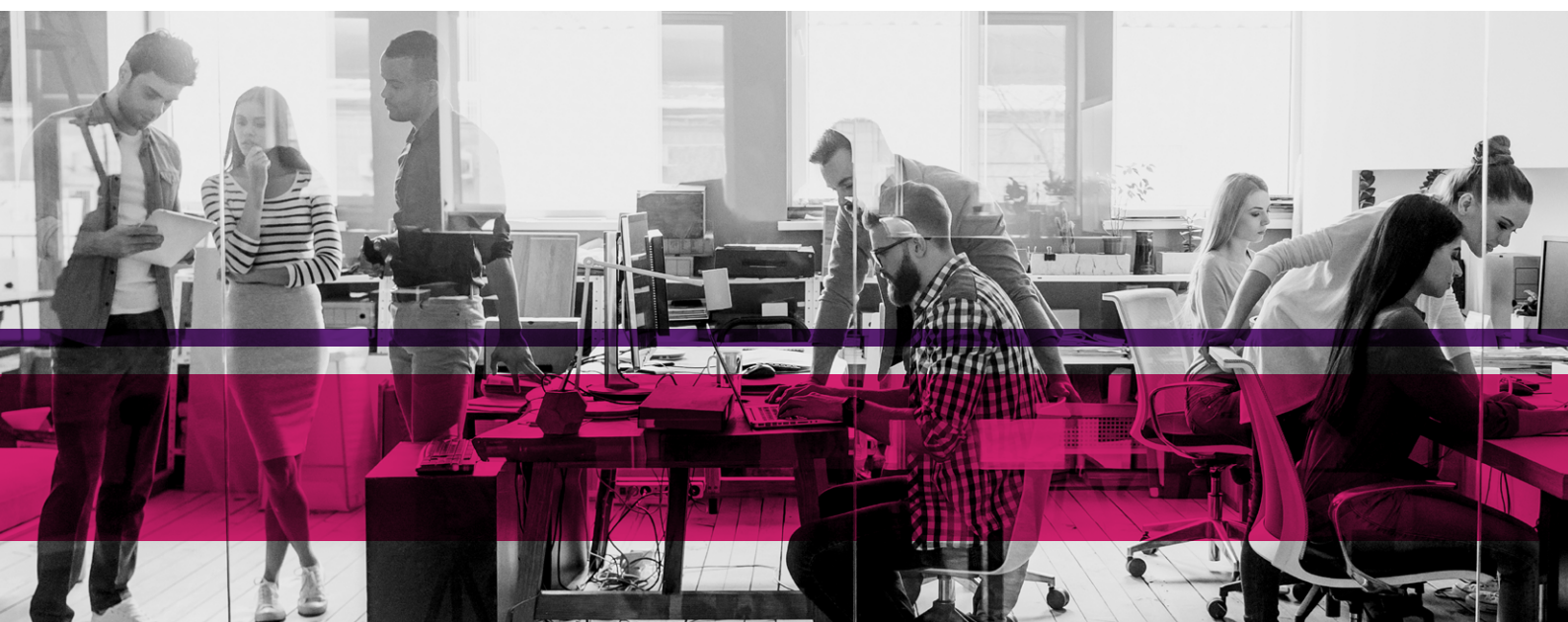
- How Diversity and Inclusion Leaders Can Drive Measurable Results through OKRs
- 2020 Diversity in the Workplace Report featuring 10 companies from 10 industries, such as NHS, Spotify, Blinkist and others
- 2019 Diversity in the Workplace Report featuring 10 companies from 10 countries, such as India, Mexico, South Africa, Bulgaria, Germany, Ireland, UK, the US, etc

### AVENIRGLOBAL

Avenir Global is a global powerhouse of specialist communication firms. It helps businesses connect to the people who matter most, with the right message, at the right time.

We loved Avenir Global's outstanding Corporate Responsibility Policy. It focuses on diversity and inclusion, ethical conduct, human capital development, social investment, and environmental performance. Avenir Global's network includes 1,000 employees across Canada, the United States, Europe, and the Middle East who use a variety of programs to make positive differences in workplaces and communities.

Avenir Global has set up a Diversity and Inclusion Council to support its three pillars for promoting diversity and inclusion for its employees and its clients — Educate, Empower and Celebrate.





# What's Next

Our commitment to diversity and inclusion at Mitto has had a profound impact on our future plans and strategy.

We will maintain and build a culture of diversity, inclusion, and belonging at Mitto through continuous improvements to employee experience, constant learning, and education on D&I principles and values.

And as they say, "If you can't measure it, you can't manage it." So we're also committed to measuring and tracking all relevant diversity and inclusion metrics, while keeping an eye out for gaps in the data and emerging trends.

Given the global COVID-19 pandemic, we'll make sure that everyone at Mitto stays connected.

We'll keep on finding new ways to learn from and support one another, while keeping diversity and inclusion a priority that's built into how we work as a company every day.



“ Mitto, as a workplace of individuals from different cultures, nationalities, ages, ways of thinking and working, is also a place where you can learn a lot from others and receive a lot of support. Working together, we can find a lot of different and good solutions for everyone.

**Aleksandra Todorovic, Customer Success Manager in Enterprise Sales  
Belgrade, Serbia**



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Meaningful  
Change

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