

APATOR MIITORS



CULTURE REPORT



WELCOME TO APATOR MIITORS



Do you consider applying for a job or Internship? Are you already a part of Miitors and look forward to beginning your journey? Or maybe you are a student, and looking for an Internship? No matter what or why you have chosen to read our culture profile, we hope we can answer your questions about what kind of workplace Miitors is.

At Miitors we care a lot about the work culture and welfare. We try our best to make this place attractive for our employees, so we can develop the products within the water meter industry. But mostly important, we believe, that people perform their best if they thrive. That is why we have a lot of focus on the work culture and welfare.

In our Culture report you can read about our setting, day to day work and what you can expect, if you get a job or Internship at Miitors. If you haven't done it already, take a look at our website to see, if we have any available job positions - or you are more than welcome to write us anyways.

We are always looking to be challenged - and if you believe you can give a great value to the company, please challenge us and say why we need someone like you!

Best Regards,

Thue Lindballe, CEO



FROM ONE SMALL IDEA TO THE WORLD SMARTEST WATER METER

World leading company

Apator Miitors is a development company. We have been developing the smartest water meter in the world since 2010. Yes, you read correct.... Water meters... And now you probably ask, how we can motivate ourselves, when working on the same product for so many years...

Well, it's quite simple. It's not about the product – well of course it's a bit about the product – but it's more about the things, the technology, that are inside the product...

This is where the motivation begins – this is where we challenge our engineers, when we need to develop a product that we are proud of and on the same time suits the customers. We don't develop quick and easy solutions – we develop long term solutions, that are smart, has the longest lifetime, the toughest design, lowest cost, lowest environmental impact, most flexible... we can keep on going.

When it all began

Miitors was founded in 2010 by Jens Drachmann. From the late 2010 to April 2015, various investors trusted the project and invested money in Miitors. In April 2015 the Polish company Apator Powogaz S.A. acquired all shares in Miitors ApS. Therefore, Miitors changed name to Apator Miitors ApS keeping Miitors ApS as a secondary name. Apator Powogaz S.A. is owned by Apator also known as the Apator Group. The Apator Group is a Polish capital group, it currently includes more than 15 companies. Jens Drachmann left the company in early 2020 and Thue Lindballe was promoted to CEO.

The future of Miitors

Miitors has a lot of focus on the technology, but we also focus on the employees of Miitors. Without them, we wouldn't have been where we are today. In the future our goal is to have a lot more of successes, a lot more of celebration, and a lot of more reasons to be proud of working in Miitors.

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THE BEST BEGINNING

THE HIRING AND THE WELCOME

If we want you, as a part of our team – it is not only because of the competencies you have on your paper. When you work in the development business, you need to be creative, think alternative ways, curious on the technology and don't think of easy solutions, think of smart solutions. These are things we look for – not only the competencies, but the passion, boldness, and playfulness in your work.

At Miitors your beginning starts from the moment we meet.

We don't wait till your first day to contact you. We want your first day to be easy and exciting – which can be difficult with all the new people and impressions. Therefore we find it important, that you have met most of the people – especially your team – before your first day. It is also important for us, to update you continuously on what is going on in our company. That way not all things are new when you start and you can therefore have a better understanding of the company on your first day.

Our experience is, that people who work here says, that when they started, they quickly didn't feel like the "new one". People quickly becomes a part of the culture because they work side by side with the team. They don't get tasks, that are only for the new ones – they get tasks, that are important for the project. The team spar with each other on daily basis, and we believe this has great use for people to quickly feel like they are a part of it all.



Whether you're a student looking for an Internship, or someone, who's looking for a permanent job - we treat all the same. Two weeks before your first day, we will have a talk about how you get motivated, how you best receive assignments and how you best learn. On basis of this we make an onboarding plan on your terms, and not on what is easy. We don't reuse onboarding plans – we fit them on basis of your expectations and preferences.

Your first day

On your first day the entire company and you will start the day with a breakfast. That way there is no expectations other than to be welcomed by your new colleagues. After this you will talk with the CEO about the history of Miitors and where we are headed. You will meet your team, where you will have an informal meeting about who each other is, and what they are working on at the moment. The following days you will get an insight on the project, the technology and the other teams. That way your first day is only about meeting your colleagues, where the following days are about the technology. The technology is important, but we think it is more important, that you feel a part of the team first.

It's all about the development

The first four weeks you will have a weekly talk with the CEO – this is to make sure and be aware, that you're slowly adapting. As a permanent employee you will also receive a personality profile, which you will work with on an ongoing development plan together with our HR-developer. You will also work with the personality profile together with your team, where you all will talk about each other's profiles. That way you all will get an understanding of how you all work and get a closer connection with the team.

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Like earth, we all have a certain day, where our own resources are used up. By personal development we get to know how we use our resources the best way in order to know when to stop and not overuse them.

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Values, workshops and personal development

Our four values: Bold, Unstoppable, Sharp, Playful are a big part of our day-to-day work. It is important for us, that you are bold in your way of thinking. Sometimes you need to think in alternative ways in terms of developing, and this calls for some boldness. Sometimes in developing you get stuck, because things are very difficult – but it shouldn't stop us – therefore we need to be unstoppable in terms of success. Sharp and playful are a big part of our work – because things are difficult and challenging – therefore we need to stay sharp. But we didn't end up where we are today only because of our sharpness, but because we make room to be playful – to try things – to be creative.

Workshops and conferences.

If we don't develop ourselves, we will get stuck. Therefore we make room for our employees to develop their skills. Our employees can choose which workshop or conference they would like to join. If they can see, how this will give great value, we won't stop them. We give each employee a certain amount of days for workshops, conferences and developing their skills. The knowledge they get on their workshop or conference is being shared with the rest of the company afterwards. All of this will contribute new knowledge and knowledge sharing for Miitors.

We believe in developing – both in our product and personal.

In Miitors each employee has received a personality profile. This profile is something we continuously work on with personal developing plans. We also use these profiles in the team through teambuilding workshops – this is for the people to know their team members and how to interact and communicate with them differently depending on the person and their profile.

We also have our employee development planning once a year – furthermore, we also have a follow-up on the conversation after 6 months.

We put a great effort in our employees and their development – both in their professional skills, but we believe it's important to develop their personal skills as well.

Knowledge sharing over cake and a half hour rule

Knowledge sharing

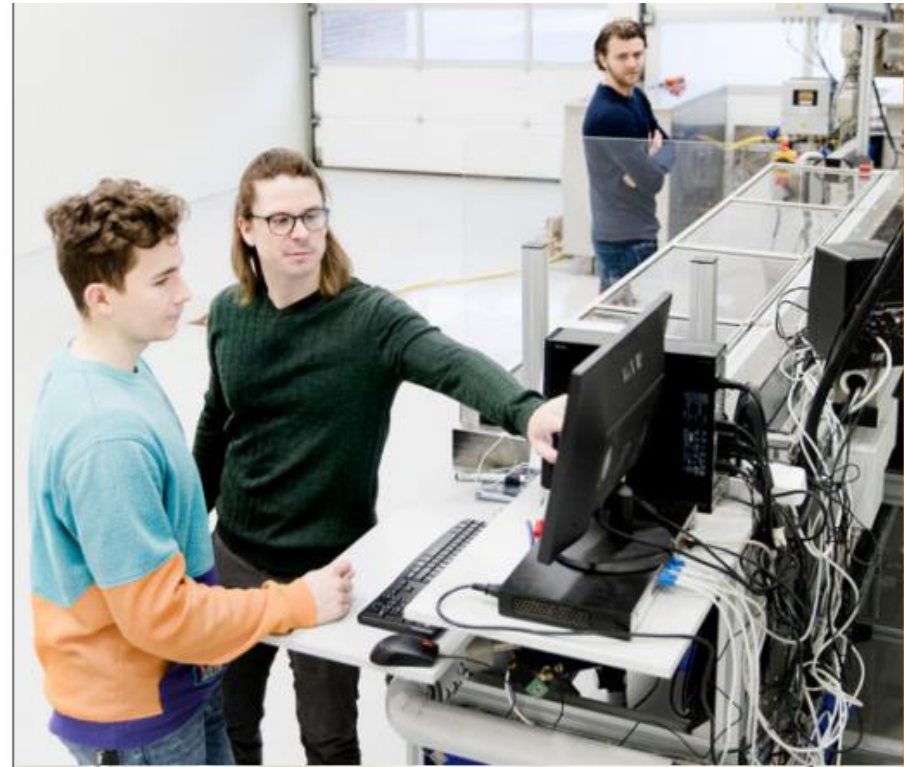
When working intensely in one team it is sometimes difficult to know how it's going in the other teams. Therefore we have each Friday an extra 30-minute break with cake after lunch, where we all meet and talk about; if any has experienced something spectacular, if anyone has some frustrations about the project, or if someone wants to talk about an experience from a workshop or conference. This is a way for all to talk about where they are in their project, to catch up on the other team's projects and to share some knowledge.

Company retrospective

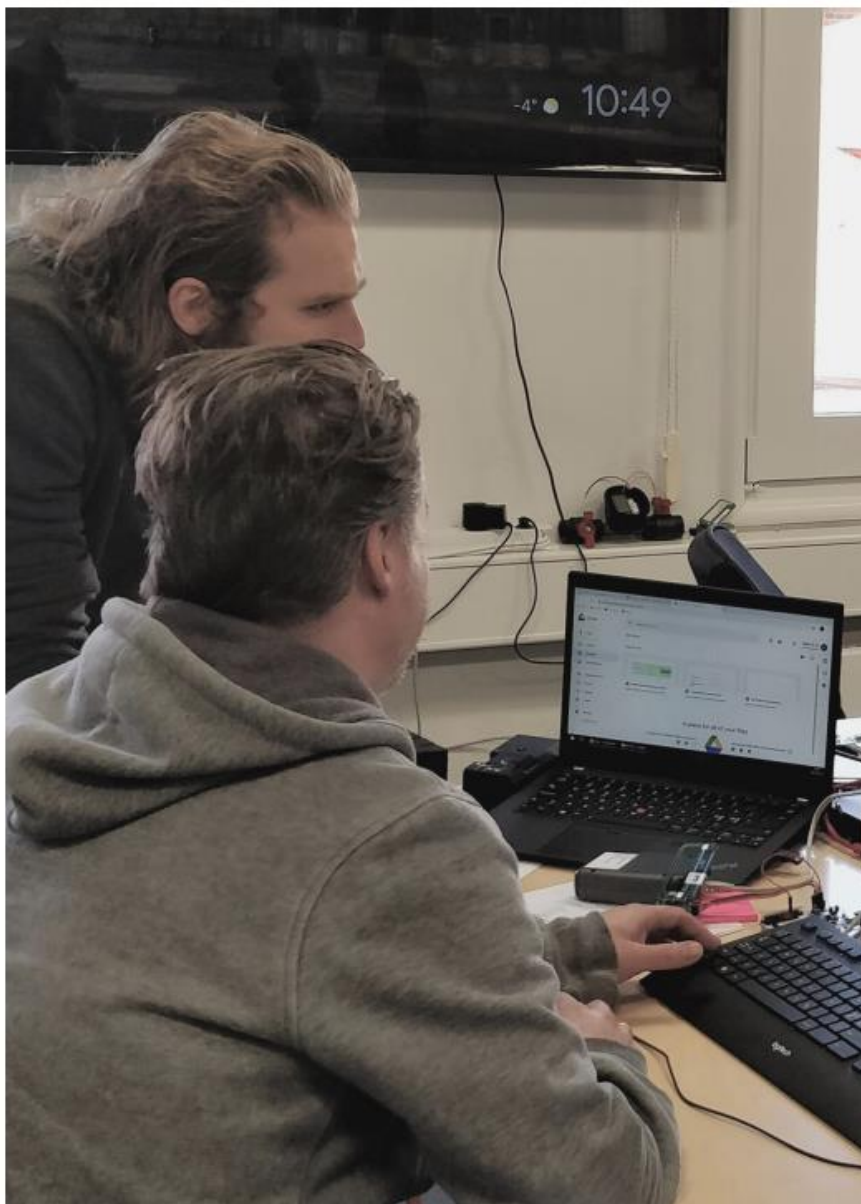
Once a year Miitors has a retrospective of the company. This means we all dedicate some hours, where we will look at how the company is running. All the employees have answered a survey, where they can write what topic they want to talk about at the retrospective. We take all the topics and discuss how to solve them or handle them. It can be any topic. It is important for us that all is listened to, and all is taken care of. After this retrospective we will have a follow-up where the CEO is with us as well, where he will listen to what has been said. Our retrospective is not a day, where we can talk about whatever we want, but it's a manifestation of our openness, that's run through our entire company.

Help is always nearby

At Miitors we work with the open door politic, which means it's always possible to talk to the CEO about anything – small and big. The same goes with the employees – we are always ready to help and listen to each other. We also have a half hour rule and a half day rule. "The Half Hour Rule" determines that no one is allowed to be stuck with a problem for more than half an hour without seeking assistance from a colleague. "The Half Day Rule" determines that no one is allowed to work by them self for more than half a day, even when work is progressing. These rules help not getting stuck or taking a task in a wrong direction.



SOME GOOD OLD FLEX AND A LOT OF CELEBRATION



Our most important resources

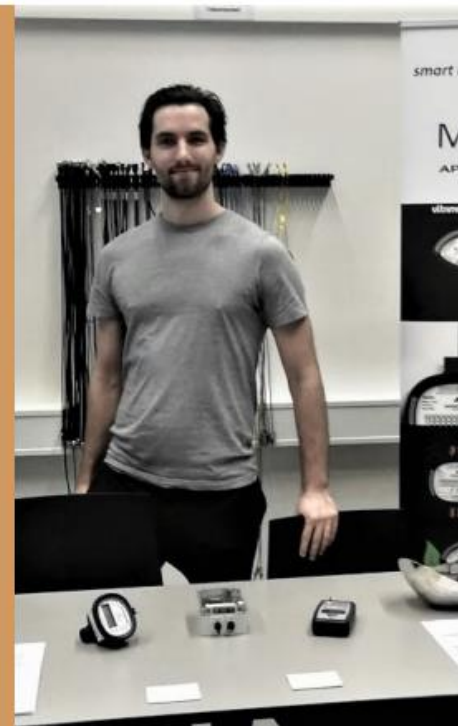
When working with projects and deadlines, people often tend to work more than 37 hours a week – especially when we are near the deadline. This is a very serious subject, and we do our best to make sure, our employees don't break. Therefore, we are working with flex. You can choose your own timeline for the day. You can flex up to 10 hours, which you can use later to take some time off. You can choose to work home some days. These things are here to make sure our employees don't break, to help them maintain their balance between work and private life. We are nothing without our employees – therefore our employees come before the projects and anything else.

Go to person

In Miitors we have a HR go to person. This is to make sure that all our employees have a safe place, if they want to talk about some frustrations, problems, worries. Our CEO is also a go to person. We believe that challenges and problems should be dealt with a direct communication. We also have a HR go-to-person to make sure, that there is always someone the employees can go to if the CEO is in meetings or business trip. We experience great trust between the employees and the CEO – and people can go to the CEO no matter what the problems are. In Miitors we are always ready to listen and help our employees.

In Miitors we celebrate even the small victories.

We believe in the small steps – and this we celebrate. When working on a project that can take over a year, it can seem like a long time between the celebrations, and we often forget the small steps. The small steps are the little things that helps us go towards the end goal. Therefore we believe the small steps are worth celebrating in order to stay motivated.



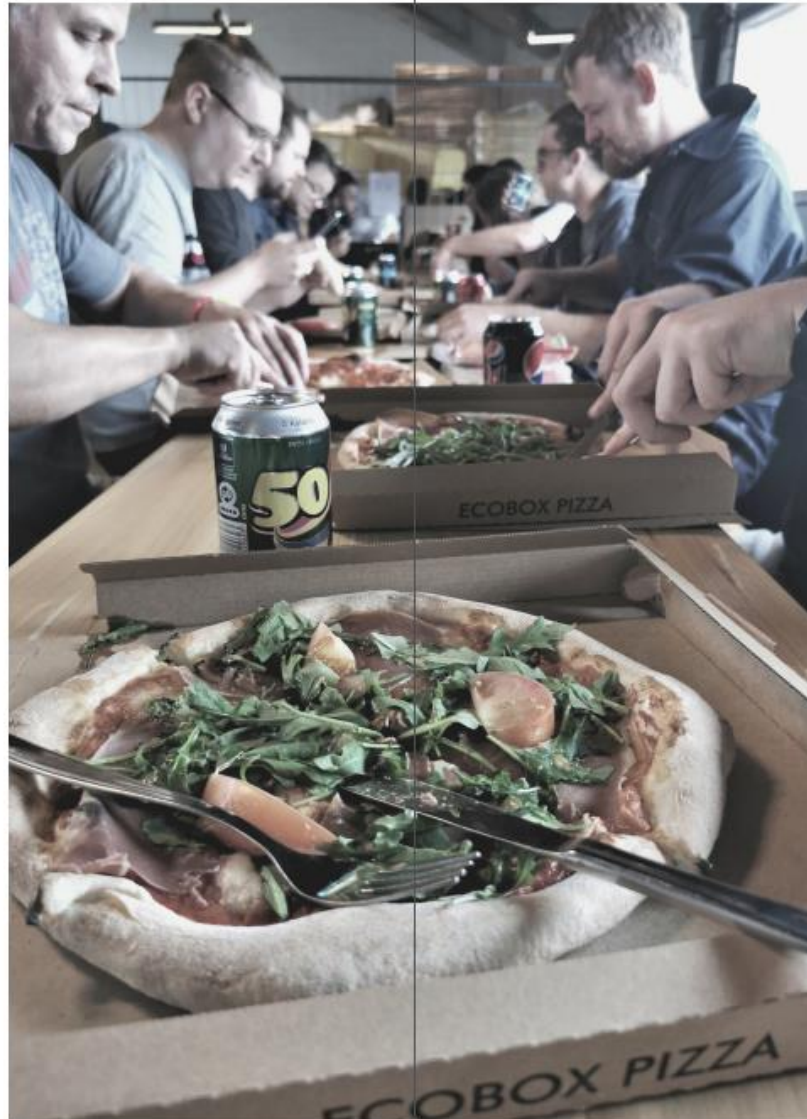
Summerparty in the CEO's backyard

Business trip to Polen

We are owned by Powogaz who are placed in Polen. A lot of the communication is digital – over Teams. Therefore we are also very determent to go to Polen at meet them, as well as they come to Denmark to visit us. We learn a lot about each other that way, that you can almost call it teambuilding every time we visit each other.

Four big events and some small in between

In Miitors we have a lot of joy in seeing how our events creates a great unity, a lot of good memories and a lot of laugh and good talks. Each year we have four certain dates where we have some bigger events planned. One is our big summer party that is held at the CEO's private home. This creates a down to earth atmosphere, which we all enjoy very much. We also have our Christmas Lunch – which doesn't always include the usually over-eating and drinking events – we like do something different, which can include everyone. The other two big events are about teambuilding. It can be events like horse whispering (yes, it was weird, but it created a lot of funny memories), Escape room and military lane. We come up with ideas for events by asking the employees. Furthermore we have Friday Bars, which are planned by the employees - its very unformal, which suits our unformal atmosphere in the company.



Green meters – green company

Our product is green because it has a long lifetime. But we also try to be green elsewhere, because we believe, that if you just do a little bit, in can mean a lot in a bigger picture. We reuse old prototypes when testing, we sort garbage, we print papers in a minimal amount – almost nonexistent. We use digital signature (so we don't need to print and sign.). That way we save a lot of paper. We're always trying to come up with ideas on how we can do something in a green way, and we are always open for more ideas.

INTERESTED IN A JOB OR INTERNSHIP AT MIITORS?

Look at available positions at [Miitors.com/career](https://www.miitors.com/career) or
follow us on:



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