



# Work From Anywhere

To become a distributed-first org

## IN THIS PROPOSAL

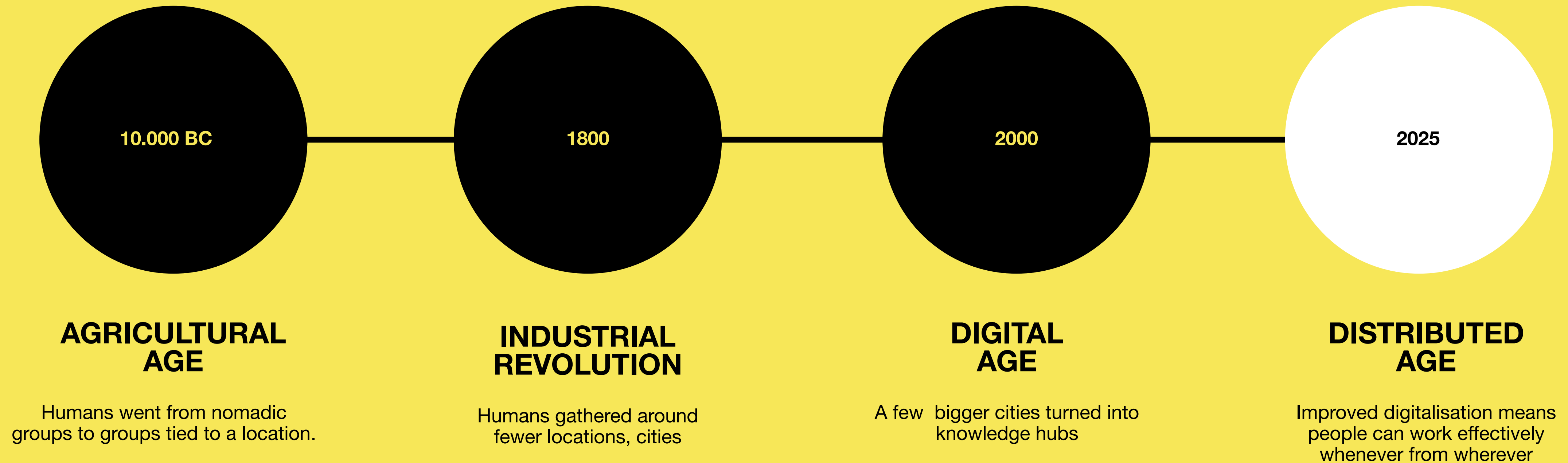
- 01- Philosophy
- 02- Flexibility
- 03- Controlled chaos
- 04- Compensation
- 05- Workplace
- 06- Culture

*“Become a “distributed first” company enabling our talent to create value for Spotify independently of where they work and remove constraints for scaling the platform.”*

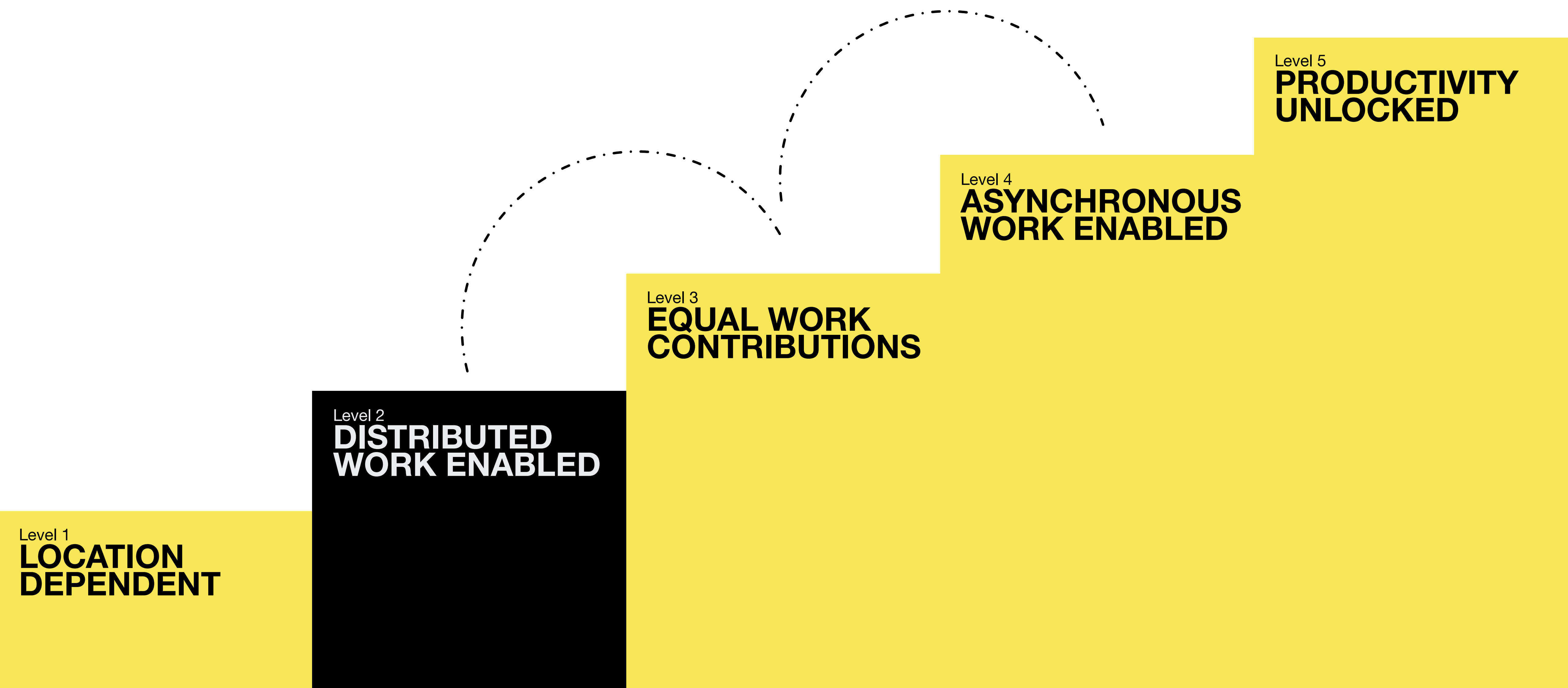
*2025 Focus Area*

# Philosophy

# THE PARADIGMS OF WORK



# THE STAGES OF DISTRIBUTED WORK



## OUR BELIEFS

Work is not something you come to the office for, it's something you do.

# Flexibility



# WORKMODE AND LOCATION

## Workmode

*You can choose between two Workmodes (time spent in the office);*

### **Home mix**

For those working majority of their time from home, visiting the office from time to time

### **Office mix**

For those working the majority of their time from the office  
You can choose location;

## Location

*You can choose location*

### **Location**

Chose a location where Spotify has a legal entity

### **Location + Office mix**

No Spotify office in your location? We'll offer co-working spaces for those in need of that office feeling



# Controlled chaos

# Controlled chaos

Regions

Business unit guidelines

12 month commitment



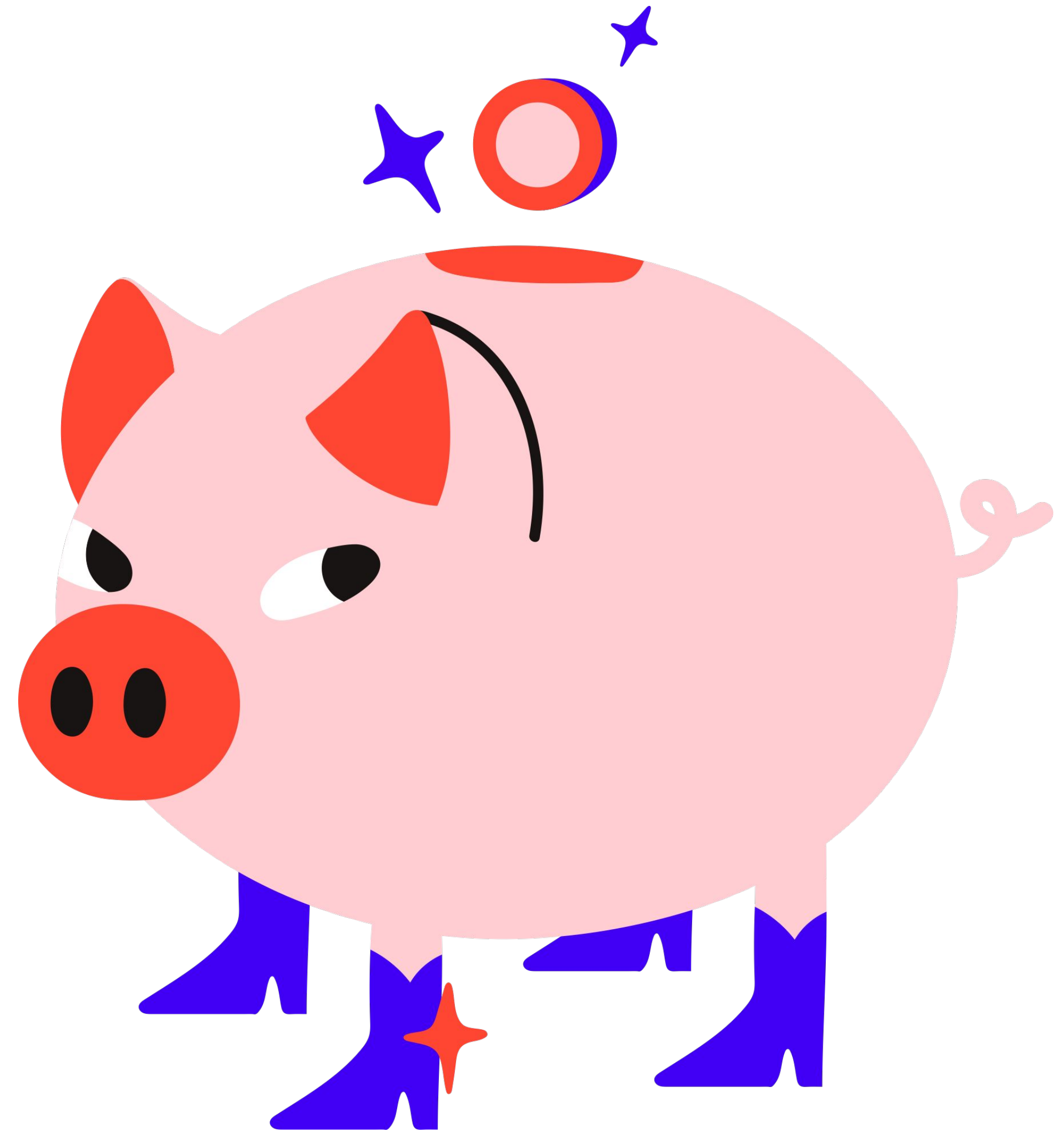
# Compensation

# COMPENSATION

Simplicity

Remove uncertainty for employees

Stay competitive



# Workplace

# DYNAMIC WORKPLACE

Flexibility

Personalised experience

Collaboration

Innovation



# What's the magic?



# Culture

Trust based leadership

Self leadership

Purpose driven culture

Decentralised teams with clear swimlanes

Act fast, dream big



