



Work From Anywhere

To become a distributed-first org

IN THIS PROPOSAL

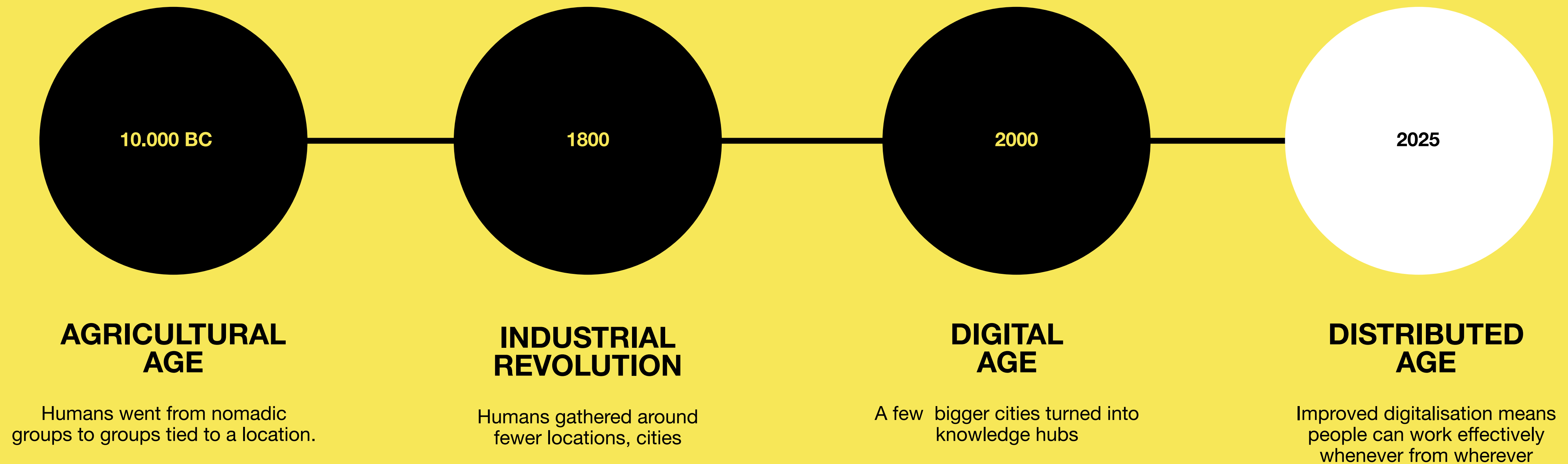
- 01- Philosophy
- 02- Flexibility
- 03- Controlled chaos
- 04- Compensation
- 05- Workplace
- 06- Culture

“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.”

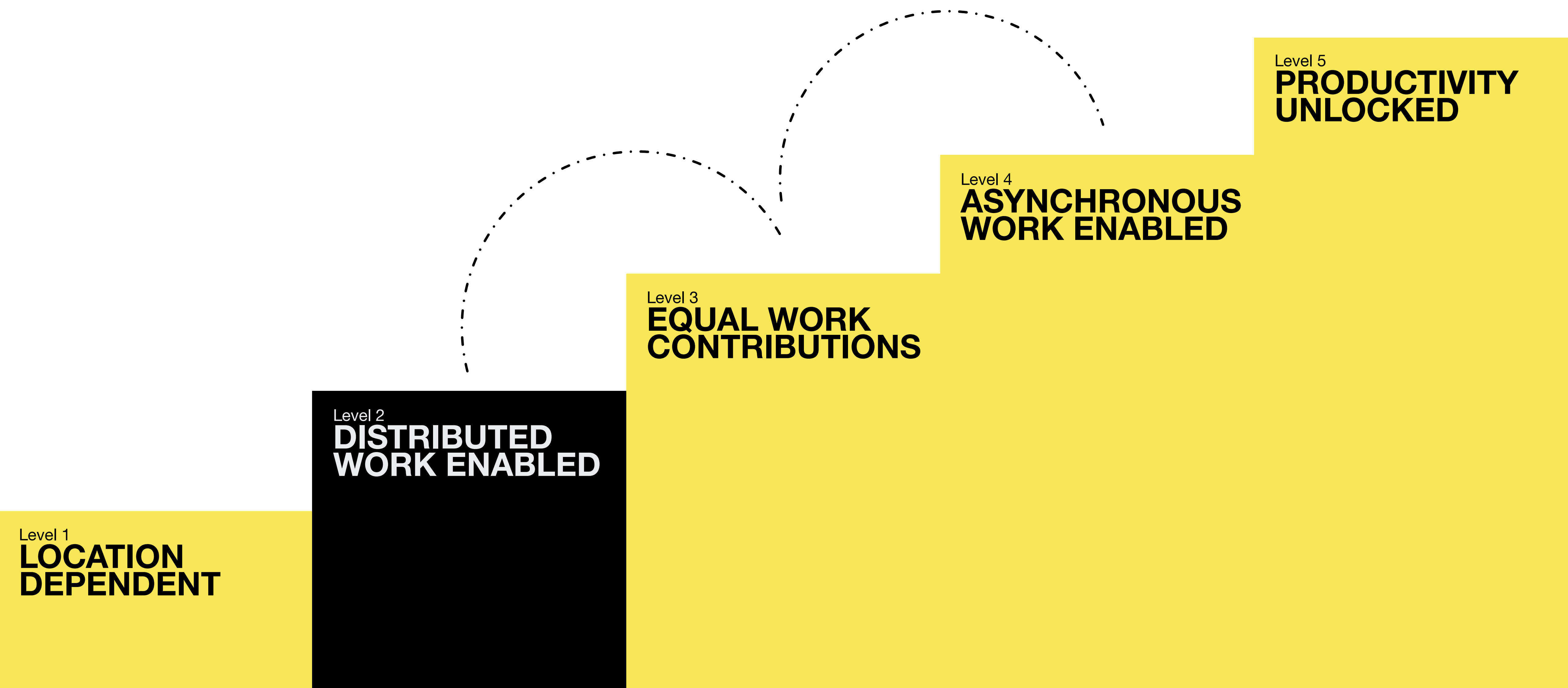
2025 Focus Area

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



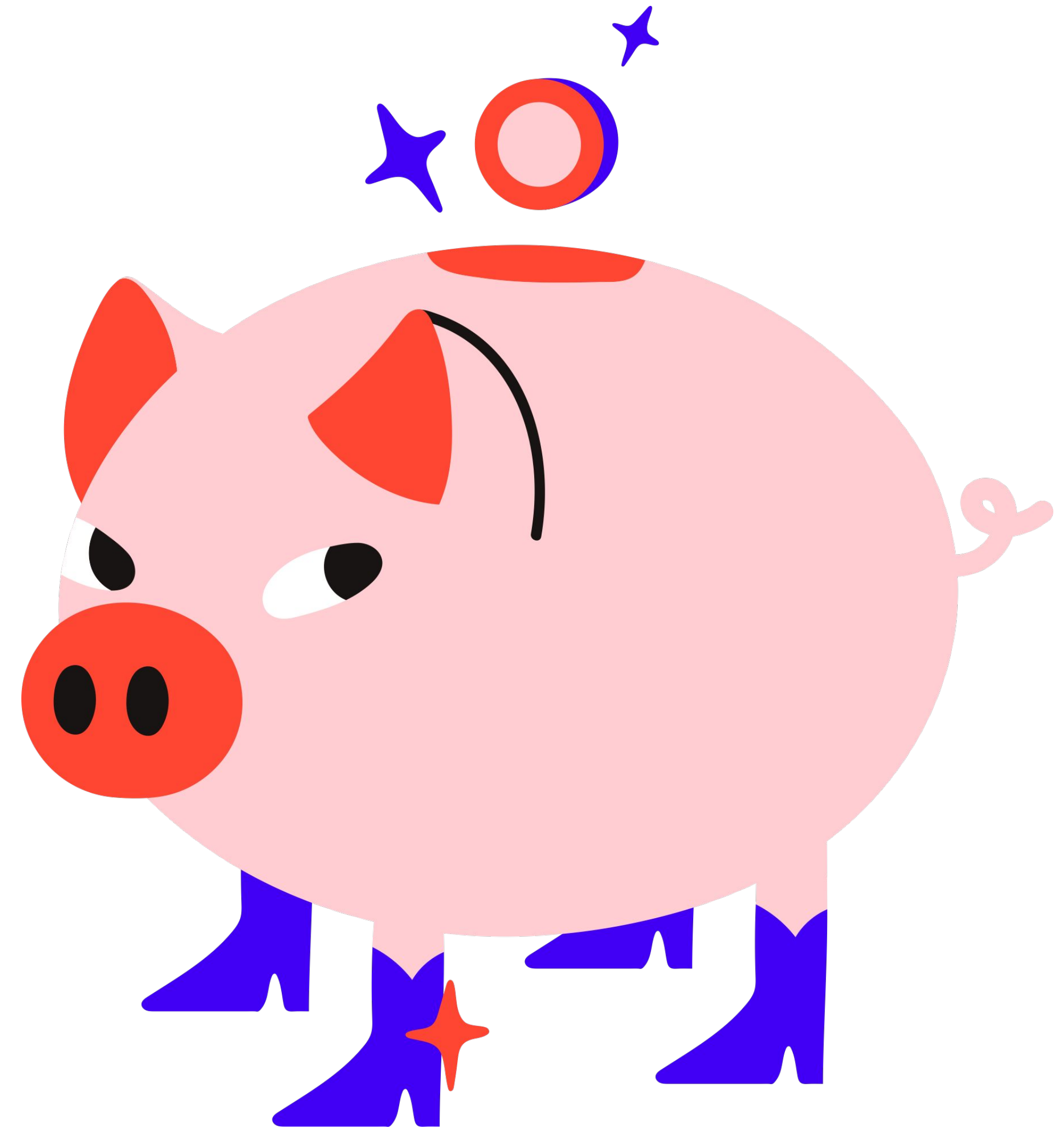
Compensation

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



