



RST Culture Book

Nice to meet you

RST SOFTWARE MASTERS

Table of contents

Introduction

3

Our story

4

What we believe in

7

How we work

8

How we approach development

9

RST after hours

10

Helping is in our DNA

11

Gallery

12

Contact

13

We are a Polish software house with almost 25 years of experience. We are a team of nearly 200 experts in various fields providing services for clients worldwide. We are part of _RST Group, which brings together technology companies that create and invest in innovative products, and Camunda and AWS partners.

We share a passion for technology to create useful things, and believe that technology can help make the world better. So far, we have completed over 100 IT projects for both Polish and foreign clients. At the same time, we develop our own products that make software development more efficient. People who love technology are our key to success.

We are **the** RST!



Let's get to know each other better!



Our story

Establishment of Rising Sun Technologies

Eighteen-year-old Szymon Podgórski sets up his first company in an internet cafe in Świdnica, and starts building websites in his garage.

NetTur

First attempts at building IT platforms for various industries. NetTur was an easy-to-use solution for tour operators. What made it stand out from competing solutions was a built-in messenger.

Messenger and freight exchange system for the TSL industry

Another, yet completely different take on Szymon's original idea. This time, the application is built using a lightweight infrastructure and features a messenger as a core feature.

1998



1999



2000



2001



2003



Release of the FireZone

A project that Szymon and his small team started a few years earlier evolves into a big (for the time) video game, which was then released as a boxed product. It received good reviews and is sought after by collectors to this day.

Cefte freight exchange

As a joint effort with business partners, a vision of the first freight exchange is born. It was the first attempt to build a complete logistics and forwarding application.

Branch in Wrocław

Opening the Wrocław office is a natural next step in the company's development. The city provides greater access to IT specialists and opens business opportunities.

2009 – We implement Scrum
2010 – 50 employees

Developing the Trans.eu System

The functionalities of the freight exchange are expanded with additional tools for forwarders, logisticians, and drivers. A complete TSL ecosystem is built under the name System Trans.eu.

Origins of RST Group

As the next stage in development, a group of technology companies is formed. The group incorporates the software house RST-IT (formerly Software Brothers) and the startup accelerator RST Lift Off.

2016 – Agility Path

New Trans.eu platform

We start development work on the new Trans.eu platform. Thanks to modern architecture and process automation, the platform can even better cater to the needs of the transport industry.

2004



2005



2012



2013



2014



2016



2017



Founding Logintrans

The existing partners divide their responsibilities – RST focused on producing software, and Logintrans took care of its promotion and sale.

Our first startup

Based on our experience building systems that connect users, we build BedBooking, an easy-to-use tool for small hotels and B&Bs.

2014 – 100 employees

RST Meethub

We create a special space to support mingling. This is where we eat breakfast, hold strategic meetings, and organize workshops and meetups for the IT industry.

2017 – We implement SAFe
2017 – 150 employees

Change of strategy

We open up to new markets, clients, and projects in Poland and abroad.

AWS and Camunda partnership

We increase our competencies in the face of changing market expectations and emerging technologies.

Expanding the offer

We expand our offer and implement innovative projects. Among them are ones for American and Saudi Arabian clients (modern e-commerce systems, social media, hybrid work management platforms, premium ride-hailing applications, or software supporting thermal imaging for welding).

To be continued



2018



2019



2020



2021



2022



2023

Ventures for Earth

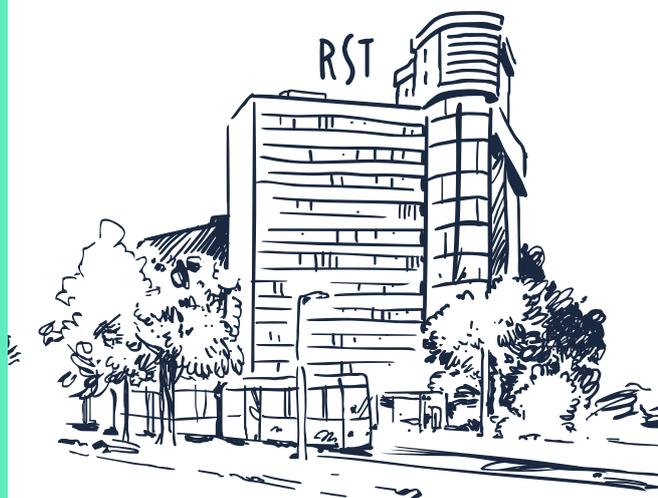
A fund is established to support innovative technological solutions for protecting the Earth and the natural environment. It invests in projects contributing to the improvement of living and working conditions.

Remote work

We are opening up to remote work. We are expanding our team with specialists from all over Poland, adapting our processes to the new reality.

New vision and values

We implement a new vision and define our values as: openness, cooperation, efficiency, and commitment.





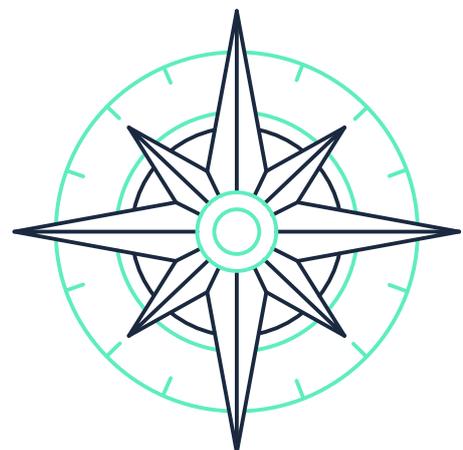
Krzysztof Habowski, *President, CEO* and **Katarzyna Pachocka-Nowok**, *Vice President, COO*

What we believe in

By creating own products, we develop a technological community.

Towards this goal, we decided to transform into a product company. We have developed a vision that fully reflects our commitment and willingness to create products for people like us: technology enthusiasts. Some of them are made available as open-source, which allows us to create a community connecting our developers with developers from all over the world.

Our amazing people are our greatest strength: they're committed and attentive to the world around them and beyond. At work, we care about good relationships and atmosphere. We are united by common values – **openness, cooperation, efficiency, and commitment**. This gives us confidence that we are going in the same direction.





How we work

We create a workplace that allows people to develop their technology, business, and emotional intelligence competencies.

RST is as unique as the people behind it. We are a tightly-knit team of specialists from different parts of Poland. When performing our tasks, we are independent and responsible. We are focused on the entire company's goals, and our work is supported by technology leaders. We tailor the work model to each person's individual needs.

We believe that everyone can impact the value of our entire organization. Thanks to the Agile methodology, we can faster deliver value to our clients worldwide. We base each cooperation on mutual respect, openness, and feedback. We support the implementation of original ideas, which drives the development of our technology products and strengthens our community. It also allows us to exchange knowledge, experiment, and quickly verify the impact of our activities.

All this helps us make RST a unique workplace, with an atmosphere and organizational culture that distinguishes it from other companies.



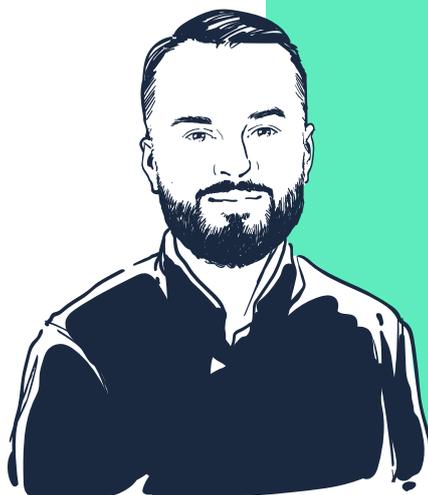
How we approach development

Each of us has an impact on how we develop our technological and soft competencies. **Development is embedded in our work.** We can count on one another and work in a safe atmosphere where our knowledge and skills can develop naturally. There is no unnecessary sense of urgency and pressure. We support each other in undertaking complex tasks and introducing new technologies and innovative solutions.

Those willing to acquire new knowledge can use technological communities or receive help from a mentor. We constantly encourage our people to use the training budget and knowledge exchange and participate in our technological community. We want to actively use the opportunities that the organization provides us.

At RST, we give you get diverse development paths. You can try your hand at a completely different role or technology. There is no need to stick to just one. You can count on the support of many experienced and committed leaders and architects.

Łukasz Wróbel, Vice President, CTO



Tomasz Banasiak, Software Dev, founder of CodeMeetings

In 2017, we launched regular **CodeMeetings**, the first public event for the IT industry where our developers share their experiences, hobbies, or insights connected with new frameworks and development tools. Thanks to the high level of the meetings, Codemeetings has grown to become a regular and popular IT event in Poland. The event is held in our office, but an online broadcast is available for those who cannot attend in person.

RST after hours

The nature and atmosphere of RST are the product of the diversity of our personalities, interests, and skills. **Whether technological or personal, each of us has a superpower!** Work is a big part of our life, so we help one another. We care for our relationships and strive to build a friendly and comfortable environment, both for our in-office and remote colleagues.

Some of us have amazing hobbies. We've created several lifestyle communities that connect us beyond work: Bookworms, Plants, Moviegoers, Cycling, Mountains, Cats, Dogs, etc. We meet for kayaking, cycling, SUP boarding, and other activities. We share our passions and encourage others to try something new. We go out after work to eat, chat, go bowling, karting or cycling. We just want to get to know each other better. Every year, we meet at our relaxed and casual corporate events. We believe good relationships help build a great atmosphere and bring people closer together.

In our Meethubs in Wrocław and Świdnica, we serve delicious breakfasts that set us up for a good day and are an opportunity to meet in person. This is how many interesting ideas and discussions were born.



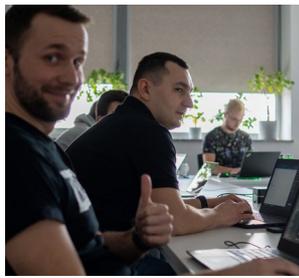


Helping is in our DNA

Our distinguishing features are mindfulness and concern for the world around us – both our immediate and distant environment. We enable the development of IT education through apprenticeships. Through **RST Newbies**, we support young IT enthusiasts. We also have an **RST patronage class in the Construction and Electrical School Complex in Świdnica**. We care about the natural environment – we use renewable energy. Our solutions have contributed to reducing CO2 emissions, e.g., by cutting down „deadhead miles” – trucks traveling empty on the return leg of a journey.

We are committed to helping our surroundings. On our integration trips, we try to do something that will help the local environment or the people who live there. We help to recreate nature. We build beehives and provide help in renovations to organizations and people in need. We promote a healthy lifestyle and sport activity – we hike, ride bikes, and go rollerblading, kayaking or sailing. For years, we have been the sponsor of the Świdnica Half Marathon – one of the largest running events in the region – and our RST Sport Team participates in it every year.

Many of our pro-social activities are carried out by companies from the [_RST Group_](#). We are committed to developing high-quality software, supporting progress, and pro-ecological thinking.





Write or call us,
we will be happy to answer your questions.

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