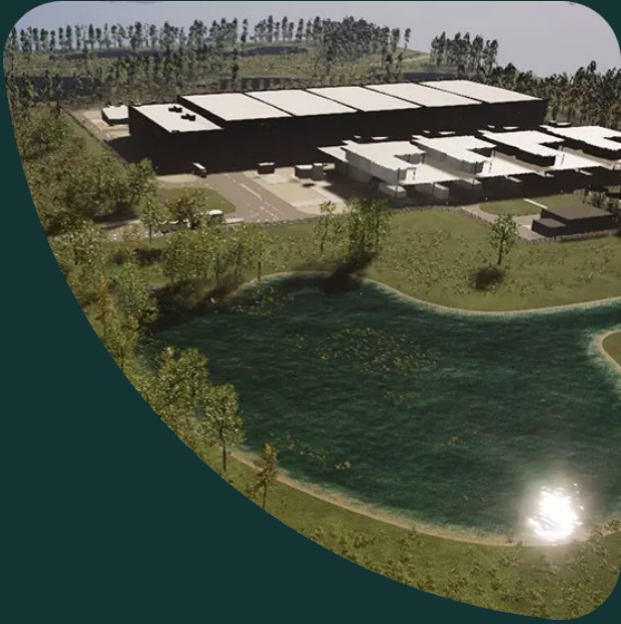
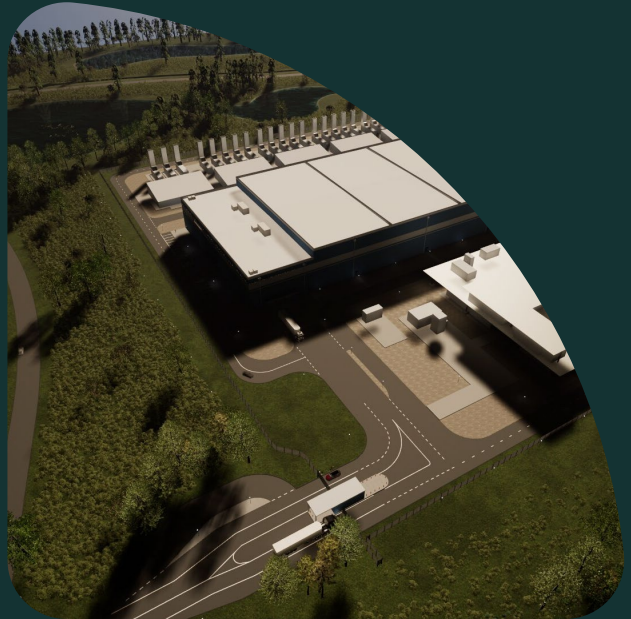




Candidate Guide.



Welcome from the Board

Thank you for considering a career with FiveNines Group.

At FiveNines, we're not simply building digital infrastructure, we're helping shape the future. As the demand for secure, sustainable and resilient data centres continues to grow, we are proud to be at the forefront of an industry that is transforming the way the world connects, works and innovates.

What truly sets us apart, however, is our people.

We believe that exceptional businesses are built by exceptional teams. We look for individuals who are curious, ambitious and passionate about making a difference. Whether you're just beginning your career or bringing years of experience, you'll find an environment where your ideas are valued, your development is encouraged, and your contribution genuinely matters.

Our culture is founded on collaboration, integrity, innovation and accountability. We celebrate diversity of thought because we know the best solutions come from people with different experiences working towards a common goal. As we continue to grow internationally, we remain committed to creating opportunities for our people to grow with us.

Joining FiveNines means becoming part of a business with ambition, purpose and momentum. It means working alongside talented colleagues who challenge one another to be better every day, while never losing sight of the values that define who we are.

If you're looking for more than just your next role, if you're looking to be part of something exciting, meaningful and built for the future, I would be delighted to welcome you to FiveNines Group.

We look forward to meeting many of you as you begin your journey with us.



Gerry Curran
Chief Executive Officer
FiveNines Group



Ramnik Kapur
Chief Financial Officer
FiveNines Group

Why Join FiveNines?

Be Part of the FiveNines Community

At FiveNines, you're joining more than a company—you're becoming part of a collaborative, inclusive and high-performing community. We believe our greatest strength is our people, and we are committed to creating an environment where everyone feels respected, supported and empowered to succeed.

Driven by our core values, we encourage innovation, teamwork, accountability and continuous improvement, enabling every individual to make a meaningful impact as we build the digital infrastructure of tomorrow.

What We Offer

We recognise and reward our people with a comprehensive benefits package designed to support your career, wellbeing and work-life balance.

Reward & Recognition

- ✖ Competitive base salary
- ✖ Discretionary annual bonus
- ✖ Car allowance (where applicable)
- ✖ Minimum 5% employer pension contribution

Work-Life Balance

- ✖ 24 days annual leave plus bank holidays, increasing with length of service
- ✖ Holiday buy and sell scheme
- ✖ Paid sabbatical leave (subject to eligibility)

Grow With Us

Whether you're taking the next step in your career or looking for an international opportunity, FiveNines offers the chance to work on some of the world's most exciting digital infrastructure projects while developing alongside exceptional people.



Health & Wellbeing

- ✖ Private Medical Insurance
- ✖ Health Cash Plan
- ✖ Employee Assistance Programme (EAP)
- ✖ Life Insurance

Lifestyle Benefits

- ✖ Cycle to Work Scheme
- ✖ Opportunities to work on international projects and overseas assignments
- ✖ Career development within a rapidly growing global business

**Together, we're building the future
one connection at a time.**

Relocating to another country

How we support you

We have our **Global Mobility & Payroll Manager, Gagandeep Lotta**, who will be your main point of contact and help you with the following:

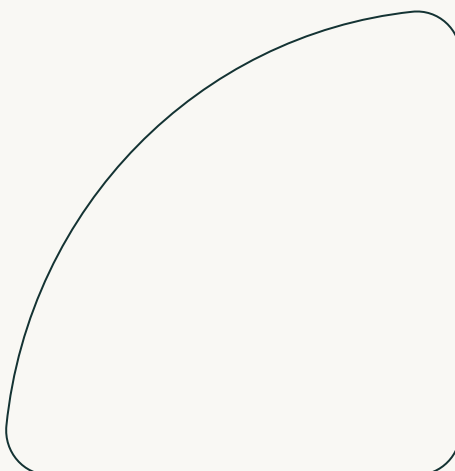
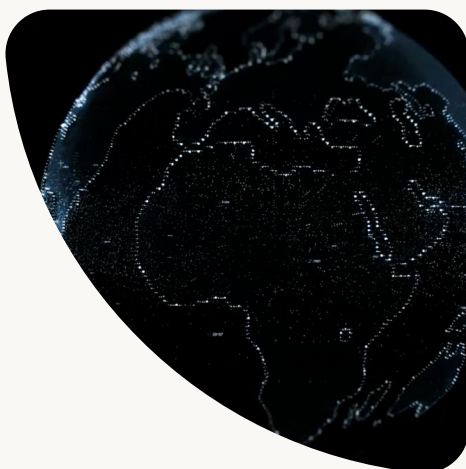
Assisting you with your right to work and with our local regional partners.

Ensure local compliance is covered in supporting your applications, such as an A1 applications, local residency and posted worker notification

Set you up with the relevant and correct taxes for that region.

Organise your accommodation for all international assignments

An In-Country pack will be provided to you before your start date to ensure you have all the necessary local information to help settle you into your new location.



What to expect for your role application and, if successful, for your interview.

We're delighted to have the opportunity to learn more about you. This guide is designed to help you prepare, explain what to expect throughout the recruitment process, and remove as much uncertainty as possible so you can perform at your best.

If you have any questions at any stage, our **People & Culture Business Partner, Abigail Burrett** is here to help. Their contact details can be found in your interview invitation email.



Your Recruitment Journey

1. Application Received

Your application is submitted through our Employ recruitment system and acknowledged.

2. Application Review

Our Recruitment Team and Hiring Manager carefully review your experience, skills and potential against the requirements of the role.

3. Interview

During your interview, we'll explore:

- ✖ Your technical knowledge and relevant experience.
- ✖ Your behaviours and how they align with the FiveNines values.
- ✖ Competency-based and scenario questions to understand how you've approached challenges and delivered results.

This is also your opportunity to get to know us—we encourage you to ask questions about the role, the team and life at FiveNines.

4. Further Assessment (if required)

Some roles may involve a second interview or additional assessment to ensure the best fit for both you and our business.

5. Decision & Feedback

Following the interview process, we'll make our decision as quickly as possible.

We'll contact you with the outcome, and if you'd like further feedback or clarification at any stage of the process, we're always happy to provide it.

Top Tips for Success

- ✖ Learn about FiveNines, our values and the markets we operate in.
- ✖ Review the job description and think about examples that demonstrate your experience.
- ✖ Prepare examples using the **STAR** method (Situation, Task, Action, Result).
- ✖ Be yourself—we're interested in who you are as well as what you've achieved.
- ✖ Bring your curiosity and questions—we value two-way conversations

Our Promise

We aim to provide every candidate with a professional, respectful and positive recruitment experience. Whether or not you're successful, we appreciate the time you've invested in getting to know FiveNines and hope you'll enjoy meeting our team.