Inside Flagright: Our Approach to Hiring & Team Growth

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Since the beginning of our journey, one question has come up often: "How many people are on your team?" This curiosity is especially relevant in our industry, where we're building the best-in-class AI-native AML compliance & risk management solution. Financial institutions need reassurance that their partners can offer long-term stability and robust resources to support their critical operations. The common stigma is that companies with fewer employees are less reliable than those with more employees.

At Flagright, we've found that headcount can be misleading. Instead of focusing on the number of employees, we prioritize building operational leverage and adopting an AI-native approach from the ground up. By optimizing our processes and embedding AI into our core operations, we achieve higher quality, more reliability, and faster development cycles with a leaner team. We believe in hiring A+ people and building a talent-dense team, ensuring that every team member is exceptionally skilled and deeply aligned with our values. Our company culture emphasizes resilience, dedication, and the pursuit of excellence, which we'll talk more about down below. These values drive us to exceed customer expectations, take decisive action, and maintain a spirit of mutual support.

Our lean, flat structure minimizes communication and management overhead, allowing us to focus on delivering a highly reliable and top-quality product. This approach ensures that we have fewer issues to deal with, most of which are questions, making us more effective in addressing customer support queries. That's why our top customer feedback globally is excellent customer support, setting us apart from competitors.

Our AI-native approach enhances the capabilities of our team, enabling us to outperform much larger competitors. By automating routine tasks, providing deeper insights, and facilitating smarter, faster decisions, we achieve more with less. Leveraging AI allows us to rapidly adapt to changing regulatory landscapes, significantly reducing the costs and delays associated with traditional compliance methods. This enables us to offer a compliance management system that outperforms conventional approaches in both efficiency and cost of ownership.

By focusing on quality over quantity, we've intentionally kept our team lean and talent-dense. We believe that nowadays a small, skilled team can do a lot more than what a much larger team could a decade ago. This isn't just a theory – it's what we see in practice every day.

The evidence of our efficiency is clear: Our strategic team growth has allowed us to build a cutting-edge technology platform and catapulted us to serve customers in 6 continents within just 2 years! This rapid development, which has taken our competitors 7 to 15 years, demonstrates our team's efficiency and gives our customers a competitive edge as a Flagright customer. They benefit from faster innovation, more responsive service, and high quality tooling.

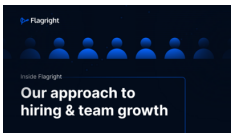
Why a leaner team is our and your strength

Here's why our approach works for us and benefits you:

- We spend less time on meetings and more time on meaningful work. This efficiency reduces overhead and speeds up our delivery, ensuring faster and more frequent updates for you.
- Our talent-dense team allows for deeper connections and better collaboration. We work together seamlessly, using each other's strengths to deliver high-quality solutions tailored to your needs.
- Each team member has clear responsibilities and the freedom to own their work. This clarity boosts accountability and ensures high-quality results, providing you with reliable and effective products.
- Top professionals prefer environments where they can make a big impact without bureaucracy. Our agile, focused team structure attracts the best and brightest, ensuring that you receive innovative solutions from top talent.

By keeping our team lean and talent-dense, we ensure every member is fully engaged and invested in

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our mission. This approach makes us more efficient, innovative, and responsive to our customers' needs, providing you with exceptional service and cutting-edge solutions.

Our values and their impact

At Flagright, our values guide everything we do. They shape our culture and help us build the best systems with a lean team. Inspired by President Theodore Roosevelt's notion of the "man in the arena," we embody resilience, dedication, and the pursuit of excellence.

- We **always**, **always** aim to exceed customer expectations, turning challenges into solvable problems. Our goal is to create delightful experiences that our customers find both our team and products exceptional.
- We offer support proactively, filling gaps without being asked. Our team embodies professionalism and a spirit of mutual support, combining our diverse skills for collective success.
- We take decisive action quickly. Instead of waiting for perfect conditions, we trust our instincts, use our expertise, and move forward boldly.
- We value respectful dissent and encourage teammates to voice their opinions. We maintain our convictions while demonstrating integrity.
- We embrace hard work and responsibility, taking pride in solving problems and celebrating successes. This drives us to achieve our vision.
- Even as high achievers, we stay humble. We respect and empower each other, knowing that arrogance can undermine team spirit.
- We communicate honestly, addressing issues directly while caring about our colleagues. This builds trust and understanding among ourselves.

These values ensure that even with a lean team, we can achieve outstanding results and maintain a competitive edge.

Scaling intentionally, thoughtfully, by design

While we are committed to maintaining a lean, elite team, we also know the importance of thoughtful growth. As a fast-growing business, we are always expanding to meet our business needs, but we hire strategically. We focus on bringing in people who align with our values and can help us achieve our long-term goals while keeping customer satisfaction first.

In a world where headcount often measures company strength, Flagright offers a refreshing perspective. Our strategic approach to team growth, combined with our AI-native approach and capabilities, makes us more agile and efficient, ensuring we deliver the best outcomes for our customers.

We're proud of our lean team's achievements and look forward to continuing to innovate, building the best AI-native AML compliance & risk management solution. Our mission remains to set the modern standard for financial crime compliance for our current and prospective customers globally.

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