

Three. Two. Online



We're happy to introduce Hostinger to you.

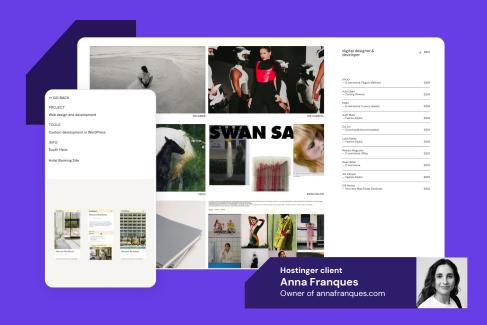


About us



Our mission

Provide tools that help individuals and small businesses succeed online faster and easier.



History wall

2007

OOOwebhost.com, a world leader in free web hosting services, was founded. 2011

Hostinger – the web hosting brand was born.

2020

Hostinger became the fastest-growing web hosting company in the world.

2023

Kodee, the Al chatbot, was launched to support our clients.

2004

November. Kaunas, Lithuania. A group of young entrepreneurs bootstrapped a personal company, and named it Hosting media. 2008

First-class cPanel web hosting brand Hosting24.com went live. 2019

We became a team of 400+ people worldwide.

2021

Hostinger has integrated Zyro Website Builder as part of its services. 2024

The number of clients surpassed 3M.

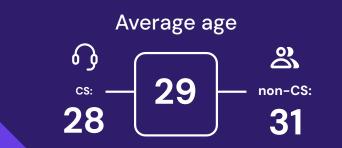


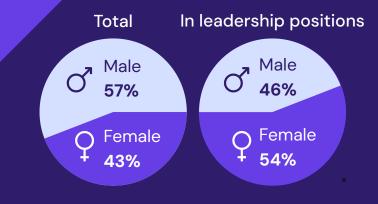
Culture Deck

About

2025







HOSTINGER Culture Deck About 2025

Hostinger structure

Executive Team led by Daugirdas Jankus



Finance Teamled by <u>Domantas Beržanskis</u>



Customer Success Team
led by <u>Darius Grigorievas</u>



People Team led by <u>Gabrielė Zakaitienė</u>



Product Team led by Giedrius Zakaitis



Data & Revenue Team

led by Monika Bartkevičė



Marketing Team led by Kristina Strimaitė



Business Operations Team led by <u>Aivaras Šimkus</u>



HOSTINGER

Culture Deck About 2025

Our offices

We have three physical offices and promote a flexible remote work culture.



Kaunas, Lithuania



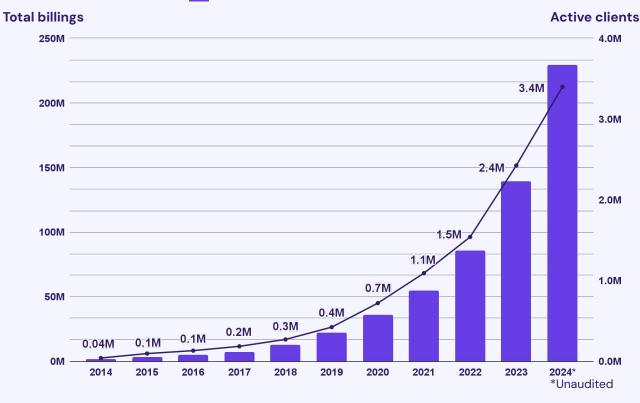
Vilnius, Lithuania



Yogyakarta, Indonesia

Our growth

We have grown 40 times over the past 10 years.





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About

2024 results*

We achieved our growth through organic expansion, without external investments.

+64% +42% Total billings (€229.3M) Customers (3.4M)

+64%

Revenue (€182.4M)



*Unaudited



2025 Culture Deck About



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What's next?

We aim for 20x growth in 10 years



The number of freelancers, solopreneurs, and small businesses is growing worldwide.



This will drive the demand for easy-to-use solutions that help businesses not only get online but also grow using marketing and lead generation tools, ads, direct emails, and others.



However, as more people and businesses get online, competition intensifies, making it more important to **help them stand out from the crowd**.

That's where we come into play.



Products



Our products and services





HOSTINGER

Managed hosting for WordPress

Optimized hosting for the world's most popular CMS

Recommended by WordPress.org, our Managed hosting for WordPress is a quick and easy way to launch and manage a WordPress website.

Fast setup, scalable solutions, optimized performance

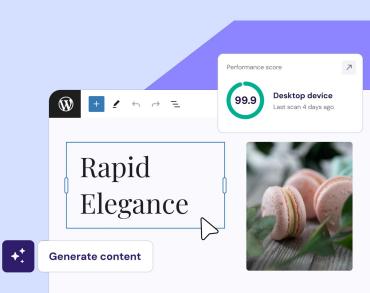
Al-powered tools for content, troubleshooting, and user engagement

4.7

4.5M+

TrustPilot rating

WordPress websites hosted



Recommended by WORDPRESS.ORG



Culture Deck Products 2025

Website Builder

Helps to to create a website in 3 easy steps

Everyone can launch a unique website in minutes. Designed for beginners looking for a professional, quick, and budget-friendly website builder.

500K+ 150 Templates Websites created

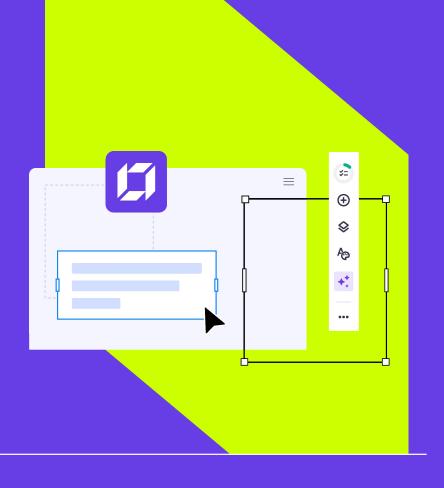
24/7

Support

Al-driven design



eCommerce tools



Try our Al Website Builder!

- 1. Go to: <u>hostinger.com/ai-website-builder</u>
- 2. Enter your brand name, select the website type, and provide a brief description to create a website with Al. Each Al-generated website is unique
- 3. Customize the site further. Easily move elements and play around with different color schemes and fonts
- 4. Publish once ready all in a matter of minutes



VPS hosting

More power. More control

Built for developers and businesses requiring dedicated resources, VPS hosting gives full control, making it perfect for advanced projects.



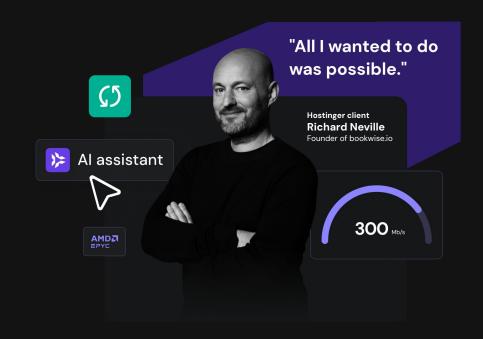
Trusted by thousands worldwide



99.9% uptime guarantee



Full root access, multiple operating systems, scalable resources, and 24/7 support



Hostinger Domains

Your name. Your brand. Your identity

Tailored for entrepreneurs, businesses, and individuals looking to establish a unique online presence. Helps to find and secure the perfect domain name for the business across 300+ TLDs.

• Free for the first year with annual plans

Privacy protection

DNS Free migration and full DNS control



Business email

Build brands with professional email addresses

Optimized for small-to-medium businesses seeking branded email addresses, our business email offers calendar and contacts integration, anti-spam protection, and 24/7 expert support.



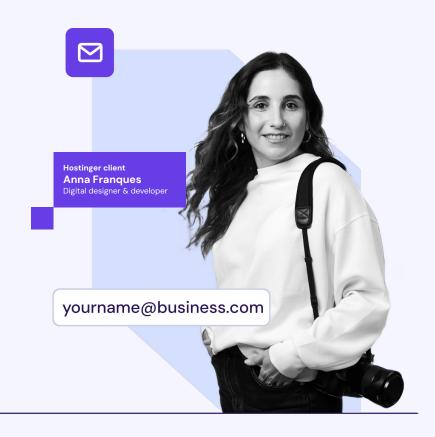
Trusted by professionals across industries

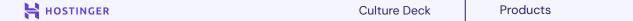


Seamless integration with Hostinger hosting



Secure, private, professional emails





Principles



10 Hostinger principles serve as a guiding line in all business decisions

Whether we're deciding on the best approach to solving a problem or discussing performance reviews, these Principles lead the way to our mission and goals.



Culture Deck

Hostinger principles



Customer obsession



Ownership



Learn and be curious



Hire and develop the best



Highest standards



Freedom and responsibility



Focus



Bias towards action

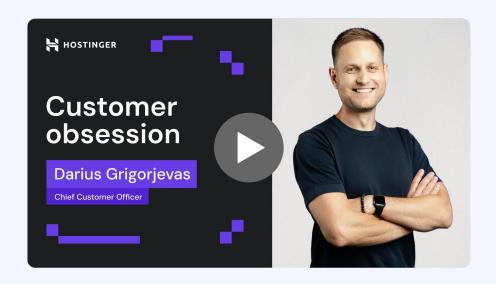


Courage and candidness



Deliver results

Customer obsession



You **start with the customer** and work backwards

You work with great effort to earn and keep customer trust

You extensively research and strive to understand our customers better

Read more:

<u>Ten principles of Hostinger: The</u> drive behind Customer obsession Trusted by 3 million clients 7

Meeting Our Clients: Trying Their Services

¬ and Celebrating Success Stories

HOSTINGER

Culture Deck 10 principles 2025

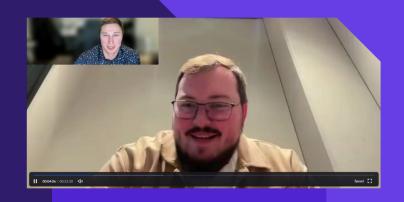


Client interviews

Every Hostinger employee is encouraged to have <u>Client</u>
<u>Interviews</u>. We conduct around 1000 of them per year.

We turn client feedback into actionable steps on how to improve our services.

Check out what Kristina Strimaitė, our Chief Marketing Officer, has to say about the <u>impact of client interviews</u>.

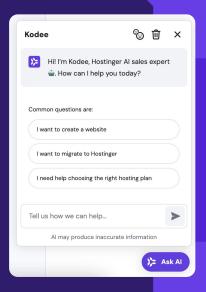




Customer Connection

We start with the customer and work backward. Every day, hundreds of our colleagues — and our <u>Al assistant, Kodee</u> — interact with customers.

At Hostinger, every employee has the opportunity to experience this firsthand by shadowing a Customer Success agent and observing how they handle real-time conversations.







Meet the Client

Interviews and observations are valuable, but meeting our clients in person takes it a step further. Whether it is puppy yoga, degustation, or an escape room, these live interactions give us a chance to meet the person behind the client's name, get to know them and discuss their needs in an informal environment, and strengthen our team.

We don't limit this initiative to Lithuania or Indonesia – we try to meet our clients wherever we go – be it a business trip or a workation.





Product testing sessions

Every day, we strive to create seamless experiences for our customers, constantly enhancing our services.

To make this vision a reality, we invite all Hostinger team members to participate in Product Testing Sessions.

These sessions provide a unique opportunity to explore our products firsthand, share valuable insights, and collaborate with our Product Team to drive meaningful improvements.





Ownership



You care deeply about our customers and Hostinger's success You are passionate: committed in heart and mind

You make decisions based on the long term

You never say "that's not my job"

You act on behalf of the entire company, beyond just your own team

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Learn and be curious



You constantly learn and always seek to improve yourself You are curious about new possibilities and explore them

It is in your nature to innovate

Read more:

<u>Learning in action: How</u>
<u>Hostinger fosters a culture</u>
<u>of curiosity</u>

Curiosity in
Customer-Obsessed
Business

Al: A catalyst for professional growth in Customer Success

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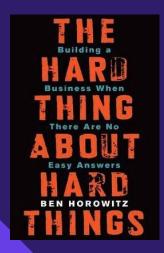
Investing in Growth: How Coaching Unlocks the Leader Within Managers

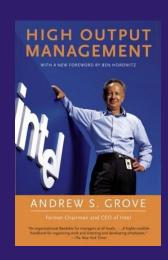


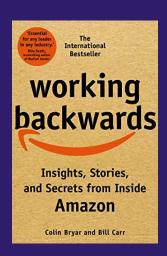
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We read a lot

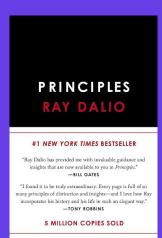
Every year, we order more than 1,000 books to fuel this passion and here are the TOP 5 books in our library.











Hire and develop the best



You always hire better people than yourself

You help people to scale within the organization

Leaders develop leaders and take their role in coaching others seriously You keep only highly effective people

Read more:

Hiring the Best and Raising the Bar

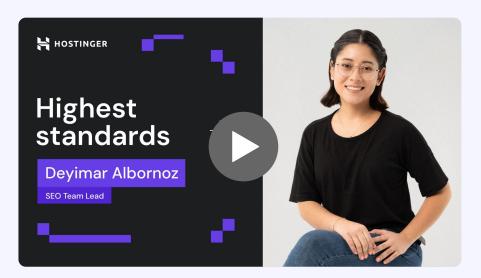
The Science of High Performance:

✓ What Unites Top Talent

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Highest standards



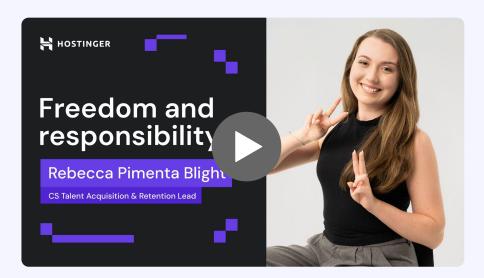
You strive for the highest standards, and many may think these standards are excessively high

You inspire others with your thirst for excellence

You are continually raising the bar and drive your team to deliver high quality services

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Freedom and responsibility



You are self-motivated, self-aware, self-disciplined, and self-improving You don't wait or want to be told what to do

You love freedom and you definitely deserve it

Read more:

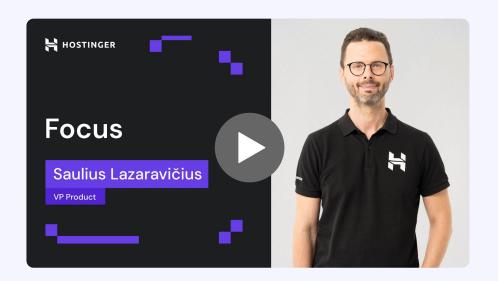
How to Cross the Atlantic Ocean While
Working Full-Time: Luz Celeste's Story

Tackling the pitch: How football chants inspired Andy Lawn's book

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Focus



You constantly ask yourself what is the best thing I can do today that will contribute to the long term success

You think strategically, and can articulate what you are or are not trying to do

You are good at using

data to support your intuition and make decisions

Read more:

Decoding OKRs: The Hostinger Way

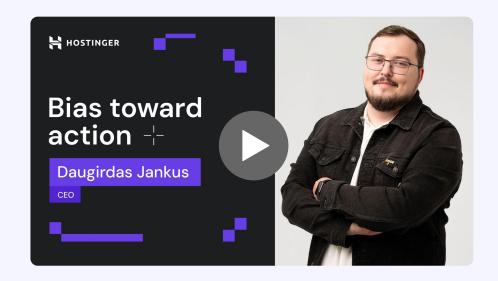
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The Great Recharge: Employee Impressions on Month-Long Rest Master Your Minutes: Discover the Best Tools and Practices for Effective Time Management



10 principles Culture Deck 2025

Bias toward action



Speed matters in business

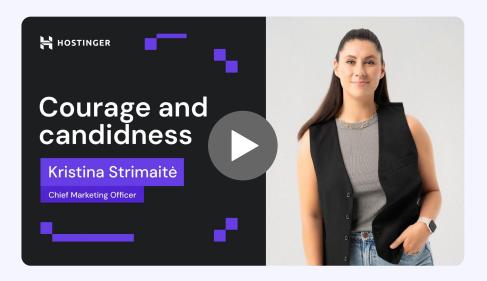
Many decisions and actions are reversible and do not need extensive study

You promote actionoriented behavior, rather than discussion based work You do the smallest thing possible and get it out as quickly as possible

Read more:

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Courage and candidness



You say what you think even if it is uncomfortable

You give each other radically candid feedback and never wait to do so

You make tough decisions without agonizing

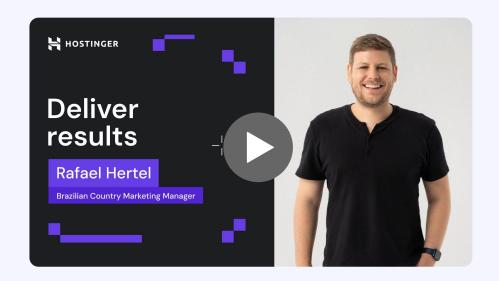
You question actions inconsistent with our Principles

Read more:

Reaching your peak: Lessons of building our performance management system for the self-motivated

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Deliver results



You deliver results with the highest quality and in a timely fashion

You recognize and celebrate achievements

Read more:

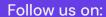
Hostinger Grew by 57%, Achieving €110.2 Million in Revenues in 2023 Task Relevant Maturity (TRM)

— The Search for Success

HOSTINGER

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Join us and we'll grow fast!













P.S.

Don't forget to rock'n'roll



Hostinger SummerFest '24