

Top 50 Expat-Friendly Employers in Europe

#	COMPANY	INDUSTRY	KNOWN FOR
1	Accenture	Consulting/Tech	Diverse global teams, visa and relocation support
2	Adidas	Apparel/Retail	English office culture, international hiring
3	Airbus	Aerospace/Engineering	Relocation programs, EU-wide career mobility
4	ASML	Semiconductor Tech	Relocation packages, visa sponsorship, diverse R&D teams
5	Avast	Cybersecurity	HQ in Prague, hires global tech talent
6	Babbel	EdTech	Hires non-German speakers, multilingual office
7	Bayer	Pharmaceuticals	Inclusive practices, supports work visas
8	BlaBlaCar	Mobility/Tech	French tech company, international talent in Paris HQ
9	Backbase	Fintech	Dutch fintech with global teams and visa support
10	Bosch	Engineering	Global development paths, multilingual teams
11	Booking.com	Travel/Tech	Amsterdam HQ, full relocation and visa support
12	Celonis	Process Mining/Tech	Strong diversity hiring, multilingual workplace
13	Deezer	Music/Tech	Expat-friendly Paris HQ, English used widely
14	DeepL	AI/Translation Tech	Supports visas, multicultural engineering teams
15	Elastic	Open Source/Software	Remote-first, supports visa processes

16	Ericsson	Telecommunications	Global mobility programs, inclusive workplace
17	GetYourGuide	Travel/Tech	Berlin HQ, relocation help and visa sponsorship
18	Glovo	Delivery/Tech	Barcelona-based, relocation benefits and sponsorship
19	Google	Tech	Dublin/Zurich offices, global hiring
20	Heineken	FMCG/Beverages	Global graduate programs, diversity commitment
21	HelloFresh	E-commerce/FoodTech	Berlin HQ, multicultural teams, relocation support
22	IKEA	Retail	Global workforce, expat mobility support
23	Klarna	Fintech	Stockholm HQ, English-speaking teams, visa help
24	Lilium	Aviation/Tech	Deep-tech roles, international recruitment
25	Meta (Facebook)	Tech	Offices in London/Dublin, international recruitment
26	Mews	Hospitality Tech	Czech HQ, supports remote and international hiring
27	Netguru	Software Development	Remote-first, English communication, hires globally
28	N26	Fintech	Berlin HQ, relocation and visa packages
29	Nokia	Telecommunications	International teams, visa sponsorship for tech roles
30	Northvolt	Clean Energy	Sweden-based, global engineers welcome
31	Palantir	Data/Software	London base, hires internationally
32	Personio	HR Software	Visa and relocation benefits, fast-growing European tech
33	Philips	Health Tech	Multinational teams, supports international relocation

34	Qonto	Fintech	Paris HQ, English-first culture, visa assistance
35	Revolut	Fintech	Remote/hybrid, international teams, visa support
36	Roche	Pharmaceuticals	International graduate tracks, visa pathways
37	SAP	Tech/Software	Industry leader in global mobility programs
38	Shell	Energy	Multinational hiring, relocation programs
39	Siemens	Engineering/Tech	Sponsorship and international graduate tracks
40	Skyscanner	Travel Tech	English-speaking culture, visa support
41	Spotify	Tech/Media	Multicultural offices, relocation assistance
42	SumUp	Fintech	Berlin HQ, hires expats, flexible policies
43	Thought Machine	Fintech	London HQ, global hiring policies
44	ThoughtWorks	Software Consulting	International office rotation programs, diversity
45	TomTom	Geolocation Tech	Netherlands HQ, multicultural teams
46	TransferWise (Wise)	Fintech	Remote-friendly, visa support available
47	Trivago	Travel Tech	Düsseldorf HQ, diverse workforce, English used
48	Ubisoft	Gaming/Tech	Offices across EU, relocation programs for creatives
49	Zalando	E-commerce/Fashion	Berlin HQ, visa help and onboarding for expats
50	Zooplus	E-commerce	Munich HQ, international team culture