

An aerial photograph of a city skyline at sunset. The sun is low on the horizon, creating a bright lens flare effect. In the foreground, a multi-lane highway bridge spans across a body of water. To the right of the bridge, there is a large baseball field with a green field and a brown infield. The city skyline in the background features various skyscrapers and buildings, including a prominent white building with a dome. The sky is a mix of blue and orange from the setting sun.

Your exceptional
EY experience
begins here



The better the question. The better the answer.
The better the world works.

The EY logo, consisting of the letters 'EY' in a bold, white, sans-serif font. A yellow diagonal line is positioned above the 'Y'.

Building a better
working world

Agenda



Our goals



How we achieve our goals



Opportunities at our firm



People we seek to hire



What we offer



How to get to know us even better



How to join EY



My exceptional EY experience





Our goals

A photograph of a diverse group of people in a meeting. In the foreground, a woman with dark hair tied back, wearing a gold sequined sweater, is smiling broadly and looking towards the right. Behind her, a woman with blonde hair is also smiling. In the background, a man is smiling. They are gathered around a table with a laptop. The background is a light-colored, textured wall.

Building a better working world

for our employees, our clients
and the society we live in.

We support employees and develop their abilities - A lifetime of benefits for you

- ▶ Fostering and development of people with different strengths and abilities
- ▶ Support for professional examinations (tax advisors, auditors, CFA, CISA, CPA), financially and with appropriate time models
- ▶ Intensive on-the-job training
 - ▶ Individual training and further development
 - ▶ Coaching and counseling by experienced managers
 - ▶ Regular feedback

EMPLOYEES

CLIENTS

COMPANY



We strengthen trust in the economy and the financial markets

- ▶ Bundle our competencies for the individual sectors
- ▶ Detailed knowledge of the challenges that our customers face
- ▶ Relationships of trust through sustainable cooperation
- ▶ Deliver innovative solutions for digital change



EMPLOYEES

CLIENTS

COMPANY



We take responsibility: Ethically, socially and ecologically

- ▶ Future-oriented, secure jobs
- ▶ Volunteering days
- ▶ Promoting young and dynamic companies
- ▶ Sustainable economic activity
- ▶ Fostering equal opportunities

EMPLOYEES

CLIENTS

COMPANY



A man with long hair, wearing a grey and white striped long-sleeved shirt, is seen from the side, looking out over a body of water at sunset. The sky is a mix of orange, yellow, and blue. A large, semi-transparent white graphic element, resembling a stylized 'C' or a partial circle, is overlaid on the left side of the image. The text 'How we achieve our goals' is written in white, sans-serif font across the middle of this graphic.

How we achieve
our goals

We think globally and are internationally connected

152

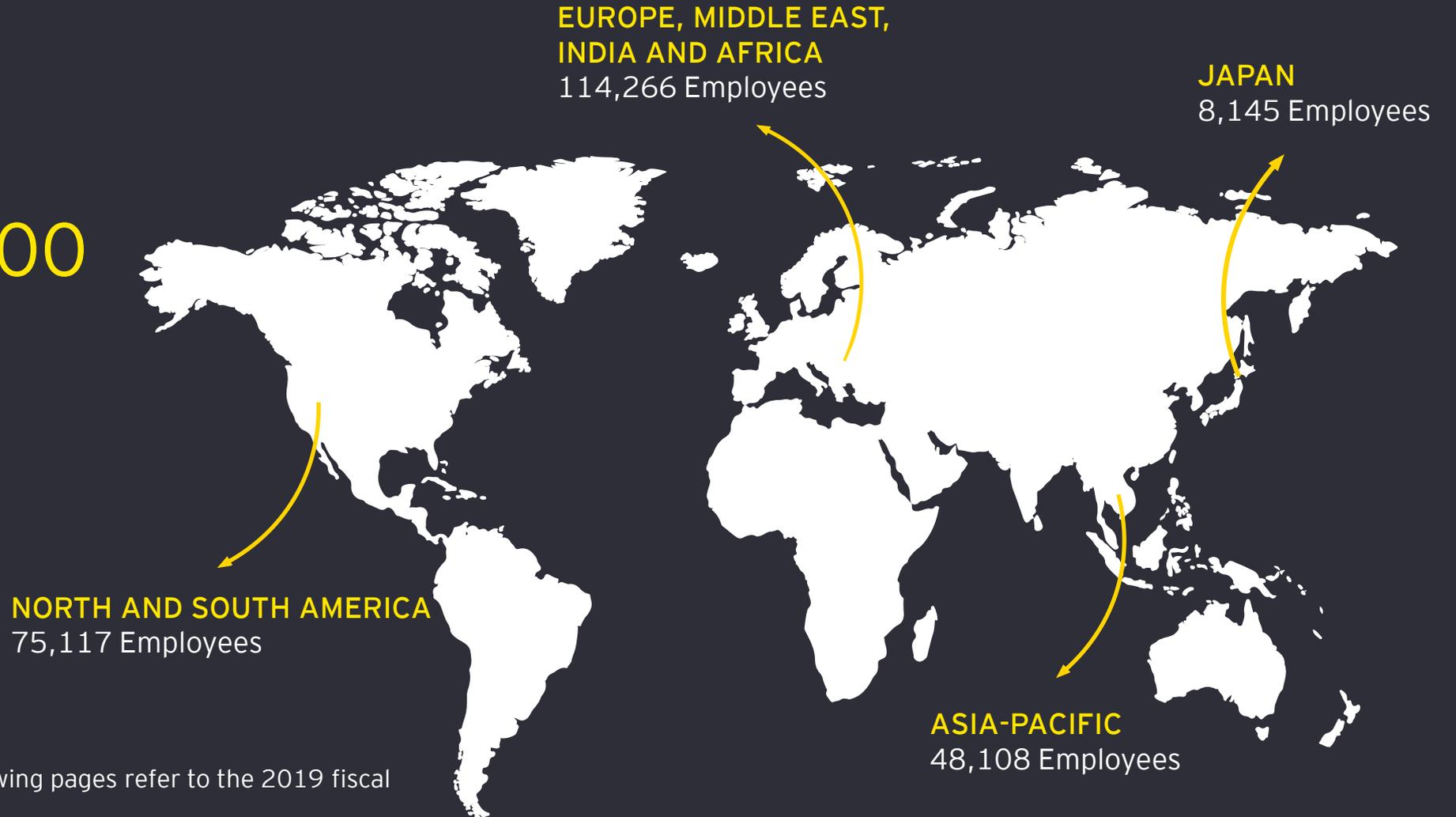
Countries*

Over 284,000

Employees

36.3

Billion USD in revenue



*The numbers on this and the following pages refer to the 2019 fiscal year unless otherwise stated.

We are strongly positioned in Germany as well

20
Offices

11,124
Employees

2.1 bn
EUR in Revenue



German Business Network

GBN employees worldwide



approx. 250

Countries with German Business Center (GBC)



19

GBN locations with integrated GBC



25

Countries with GBN Presence



>35

Cities within the GBN network worldwide



>60

GSA employees in the US



approx. 100

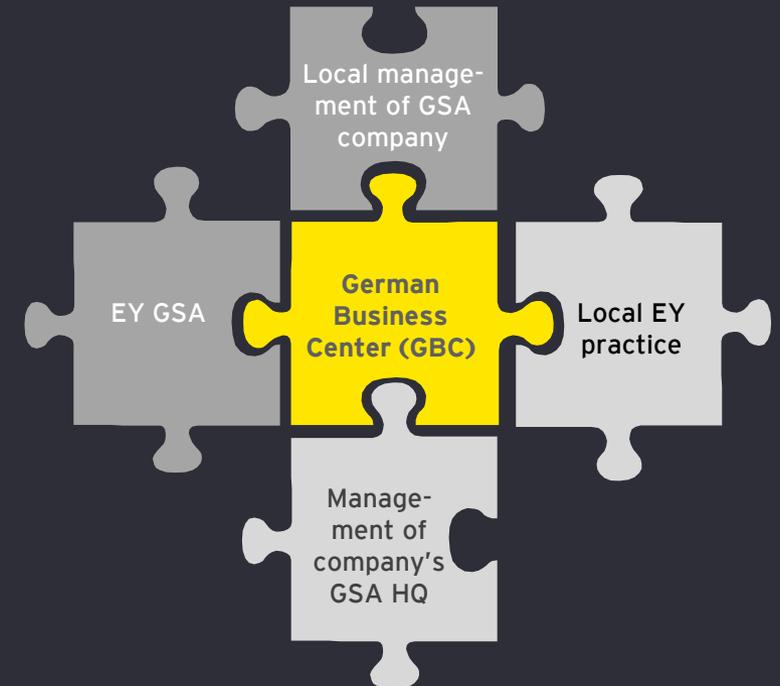
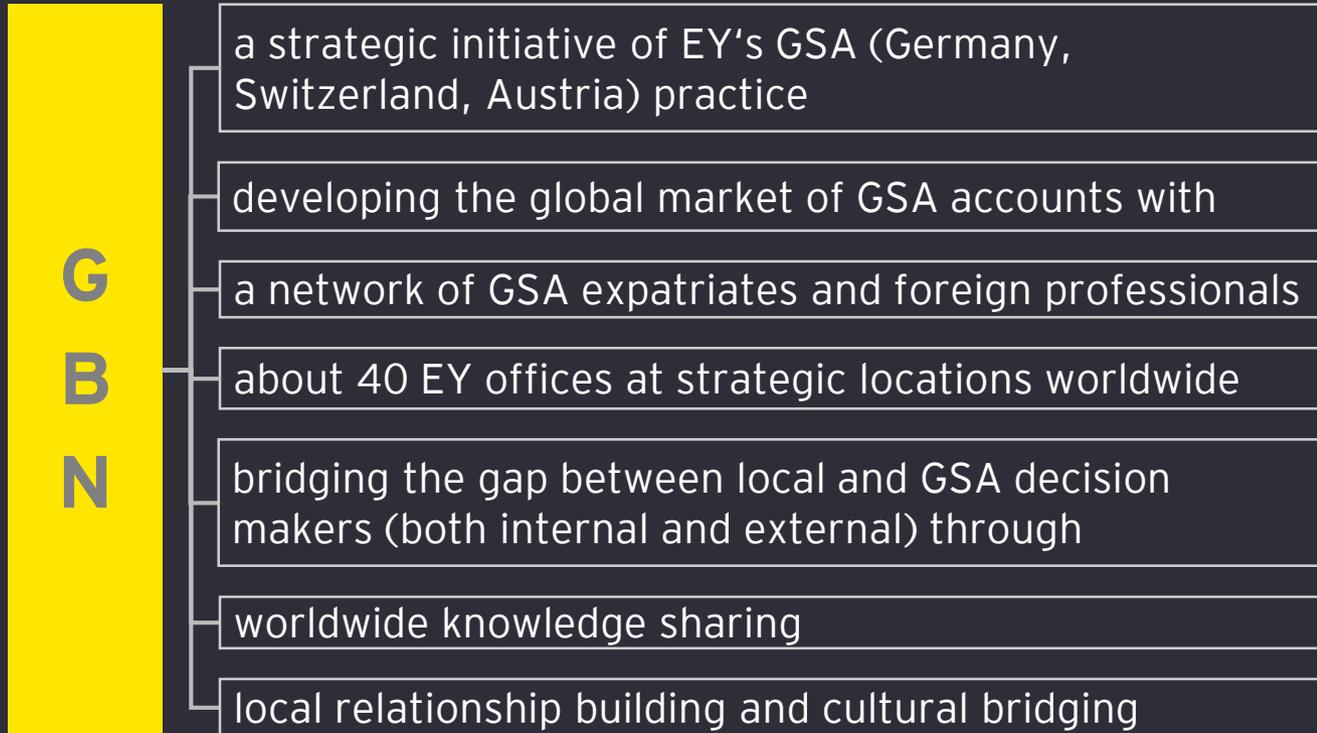
German speaking clients



>100



German Business Network





Opportunities at our firm



Private Equity
Artsimov

Consumer goods and trade

Energy Industry

Insurance sector

FINANCIAL SECTOR Real Estate, Hospitality
und Construction

Public Health

Transportation

Mechanical engineering
and industrial
production

LIFE SCIENCES

Policy and public sector

**Automotive
industry**

Technology, media and
telecommunications

Get to know our service lines

Assurance

- ▶ Audit quarterly, annual and consolidated financial statements
- ▶ Perform audit-related consulting services
- ▶ Fight economic crime

Strategy and Transactions

- ▶ Shape corporate transactions
- ▶ Enable companies to achieve a turnaround
- ▶ Manage real estate projects
- ▶ Optimize financing strategies

Core Business Services

- ▶ Recruit and retain employees
- ▶ Develop strategies
- ▶ Provide knowledge

Tax and Legal Advisory Services

- ▶ Navigate the tax jungle
- ▶ Examine legal issues from all sides
- ▶ Advise international clients

Consulting

- ▶ Increase performance
- ▶ Optimize IT
- ▶ Accompany change processes
- ▶ Reduce risks

Assurance - Checking numbers, ensuring success

- ▶ Audit quarterly, annual and consolidated financial statements
- ▶ Provide reliable figures
- ▶ Provide audit-related consulting services
- ▶ Collect reliable company information
- ▶ Combat economic crime
- ▶ Promote digitalization

2,858

Employees

616 mn

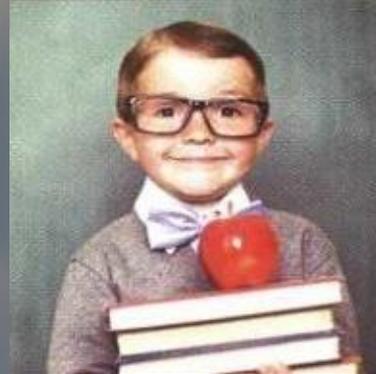
EUR in Revenue



The auditor



How my friends see me



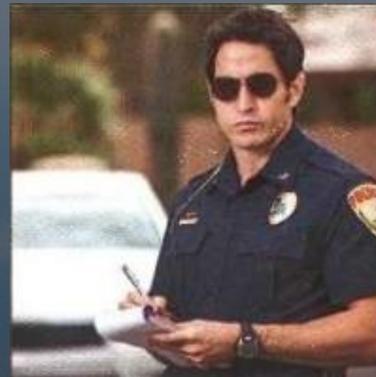
How my big sister sees me



How society sees me



How clients see me



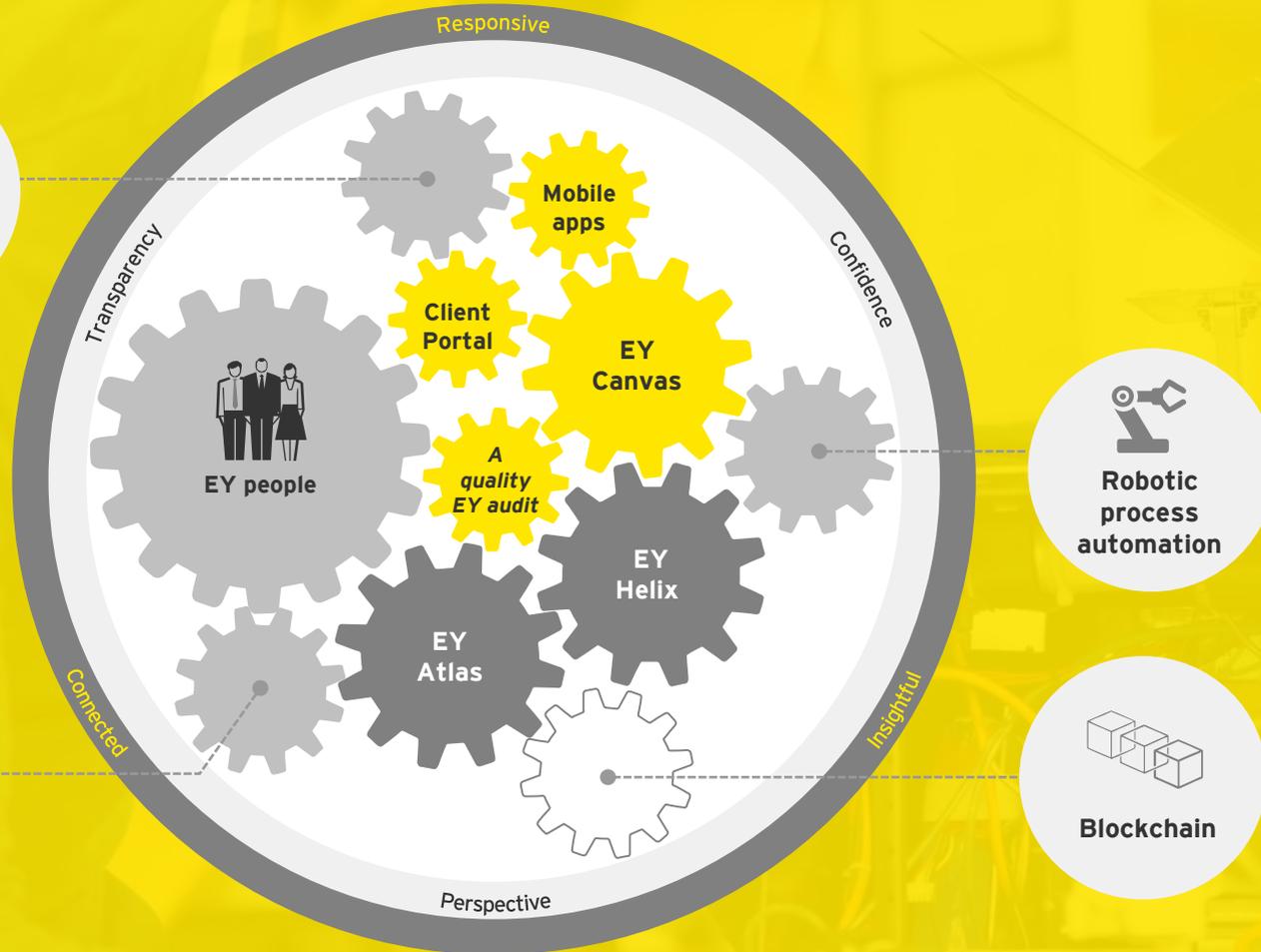
How I see myself



What I actually do



The EY Digital Audit



Drone technology

Artificial Intelligence and machine learning

Robotic process automation

Blockchain

Tax and Legal Advisory Services - Experience market leaders, feel the pulse beat

- ▶ Shape tax-optimized value chains
- ▶ Develop holistic solutions
- ▶ Combine tax and legal aspects
- ▶ Accompany the change in HR functions with regard to their significance for the corporate strategy
- ▶ Digitize tax processes
- ▶ EY Law advises clients on business law

3,409

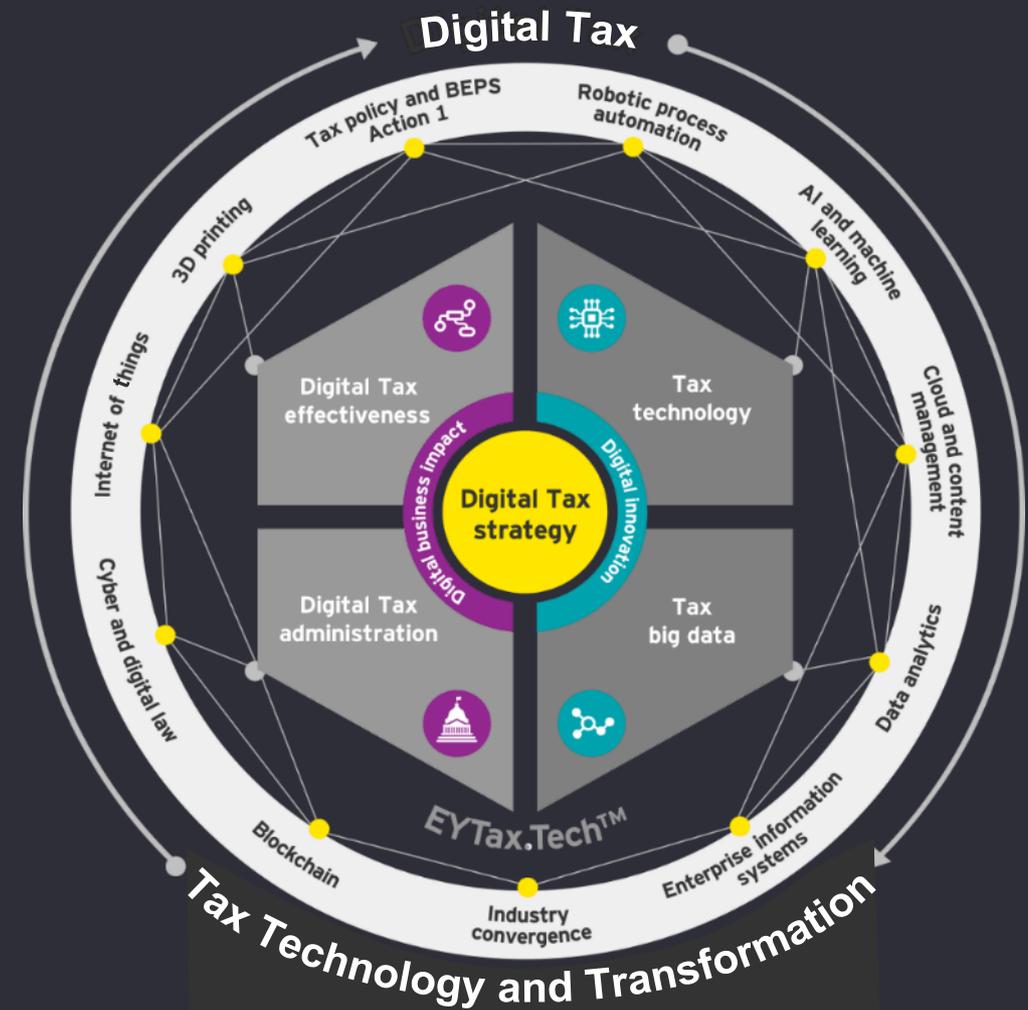
Employees

675 mn

EUR in Revenue



The future of tax is digital



Strategy and Transactions - Increase value, create growth

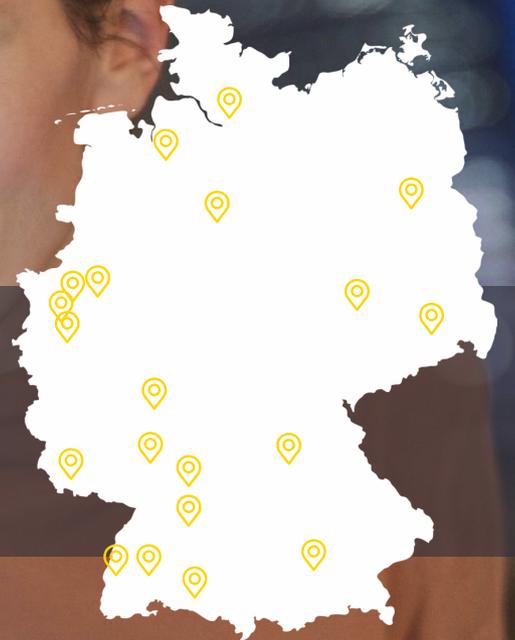
- ▶ Shape corporate transactions
- ▶ Evaluate investment opportunities
- ▶ Optimize financing strategies
- ▶ Show strategic scope for action
- ▶ Give companies new stability
- ▶ Manage real estate projects
- ▶ Accompany digital transformation

946

Employees

346 mn

EUR in Revenue



What do we do in Transaction Advisory Services?

Everything we do is about helping clients raise, invest, preserve or optimize their capital. We provide connected capital solutions from strategy through to execution to facilitate fast-track value creation for inclusive growth.



Exceptional business modelling and analytics — Exceptional commercial acumen — Exceptional operational capabilities

Consulting - Increase performance, reduce risk

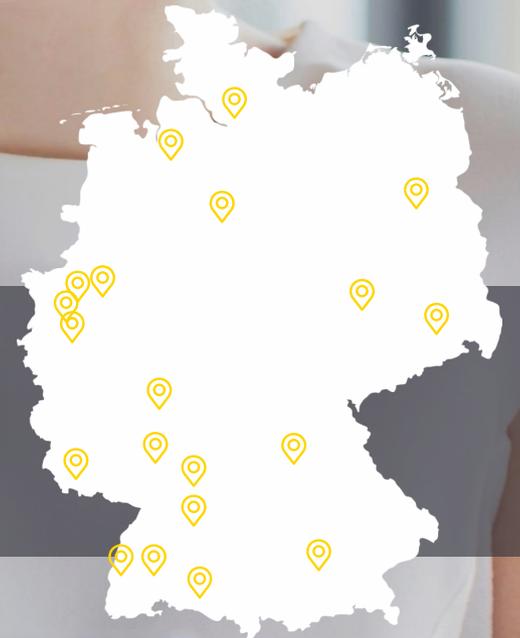
- ▶ Transform supply chains into real competitive advantages
- ▶ Increase the performance of companies
- ▶ Create powerful IT solutions
- ▶ Support HR transformations and change processes
- ▶ Help to shape digital change

1,510

Employees

368 mn

EUR in Revenue



Financial services - Developing services, helping shape the future

- ▶ Strengthen confidence in the financial services markets
- ▶ Support capital markets and their players
- ▶ Comprehensive advice for financial service providers
- ▶ Optimize financial reporting
- ▶ Manage regulatory requirements
- ▶ Drive digitalization forward

1,600

Employees

213 mn

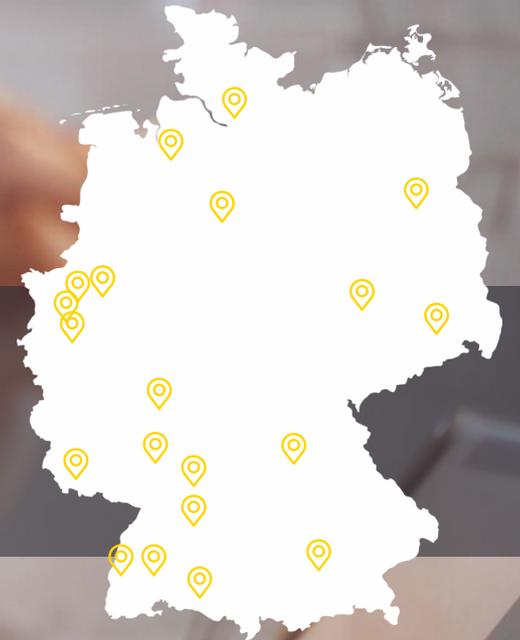
EUR in Revenue



Core Business Services - Increase efficiency, secure business success

- ▶ Find and retain employees
- ▶ Develop strategies
- ▶ Provide knowledge
- ▶ Secure market presence
- ▶ Implement digital innovations

1,801
Employees





People we seek to hire



Wanted: Builders of a better working world

You want to grow, develop and shape the future? Welcome to EY!

Do you have the mindset of the future?

innovative

analytical

global

Mindset of the Future

People who live our values

Show character

and demonstrate integrity, respect and team spirit

Make a difference

with energy, enthusiasm and leadership

Build sustainable relationships

among each other and to our clients

Do the right thing

and make the right decisions



A photograph of two women sitting at a table in a bright, modern cafe. The woman on the left has blonde hair and is wearing a blue sleeveless top; she is smiling and looking at a tablet computer. The woman on the right has dark curly hair and is wearing a yellow sleeveless top; she is holding a white coffee cup and looking at the tablet. On the table are a glass of water, a coffee cup, and a blue bottle. Large, semi-transparent white numbers '1' and '2' are overlaid on the left side of the image.

What we offer

For your individual path at EY

Corporate Culture



lively, with strong
feedback

Management



inspiring
and promoting

Career diversity



with early acceptance of
responsibility

Further development



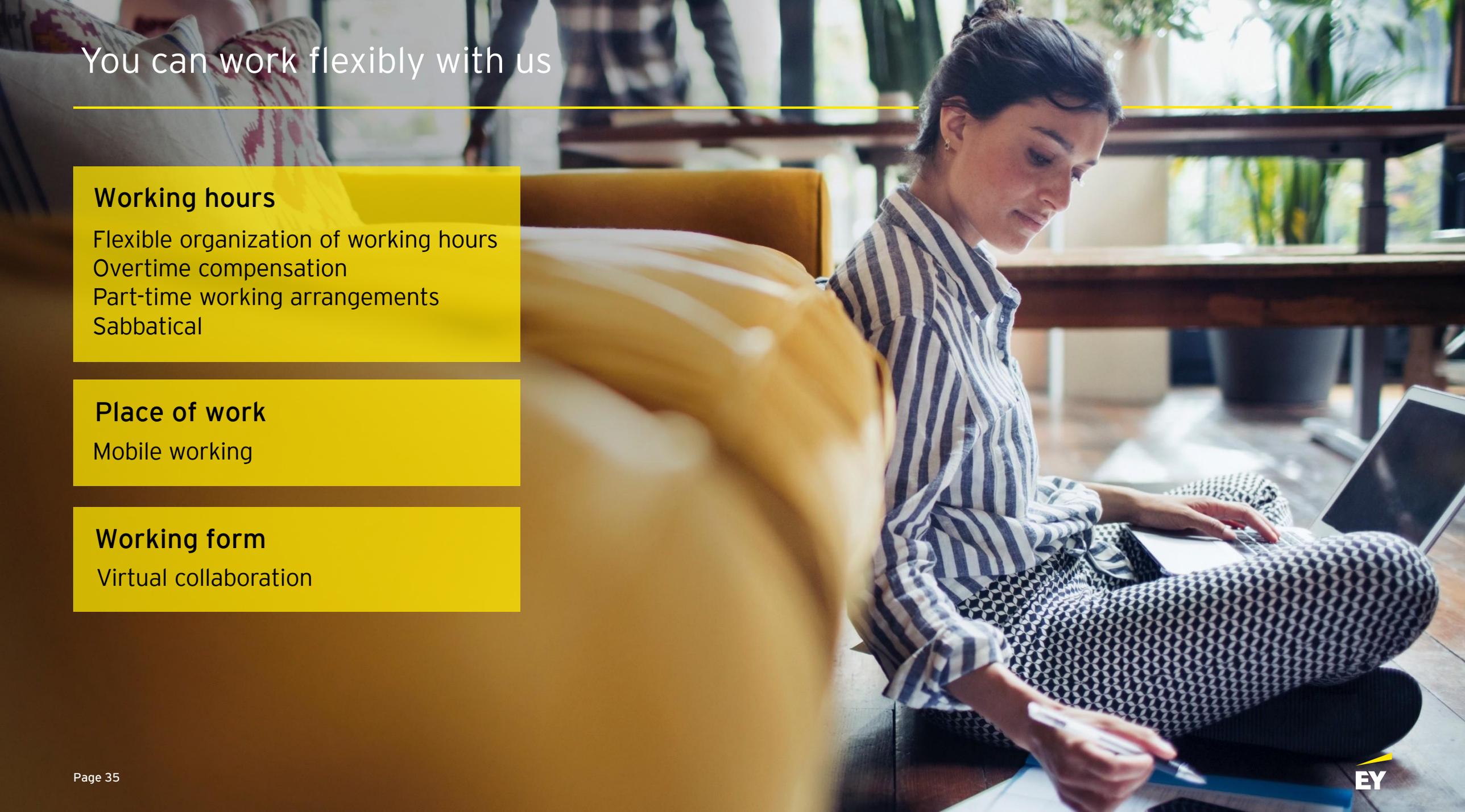
individual, professional
and personal

We offer a dynamic and friendly working environment

- ▶ Highest performing and supporting teams
- ▶ International project work
- ▶ Promotion of diversity
- ▶ Social commitment
- ▶ Innovative services



You can work flexibly with us



Working hours

Flexible organization of working hours
Overtime compensation
Part-time working arrangements
Sabbatical

Place of work

Mobile working

Working form

Virtual collaboration

Benefits at EY

Career Chances

- ▶ Diverse and innovative IT projects for international clients from various industries
- ▶ To collect experiences from interdisciplinary teams from which we benefit for life
- ▶ Permanent trainings
- ▶ Training-on-the-Job

Work@EY

- ▶ Modern Workplace
- ▶ Well-developed IT infrastructure
- ▶ Open Spaces, Team rooms
- ▶ EY wavespace™ innovation centers

Highest Performing Teams

- ▶ Multicultural and interdisciplinary teams with the best IT talents
- ▶ Mutual team events
- ▶ EY sports team



Other benefits

Health & Fitness

Pension provision
Cultural and leisure activities

Cultural and leisure activities

Time off in lieu

ACCIDENT INSURANCE

Leisure activities

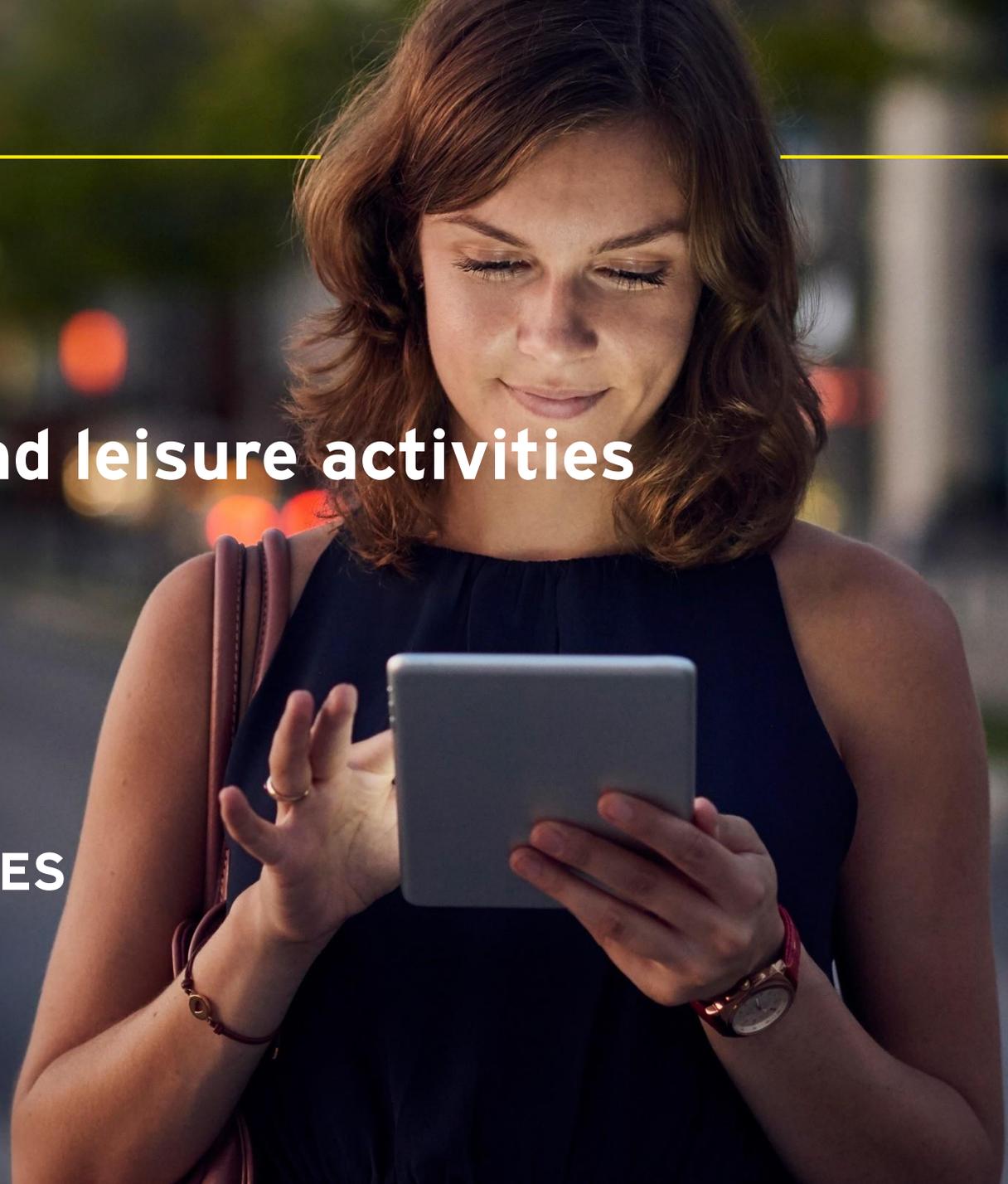
Company health insurance

CARE SUPPORT

Baggage Insurance

Travel offers

LOCATION SPECIFIC ADVANTAGES



Our awards as an attractive employer



Faires Trainee-Programm
2019
trendence



How to get to know
us even better

Our get-to-know events for students

EY Insights

Presentation of the departments in the form of EY Barcamps

Future Female Talents @ EY

Online program of several weeks in concluding with a networking-event for female talents

Women@Consulting

Presentation of our management and transaction consulting services as an attractive career path for talented women

University fairs

Fairs held in all fall and winter terms

New Perspective Festival

Event with interactive sessions around auditing

Backstage Day

Information day in the fields of audit or tax consultancy with a personal buddy

Seminars and workshops

Doctoral seminar, specialist and soft skills workshops, teaching assignments/practical lectures at universities

Future Digital Talents @ EY

Online program of several weeks in concluding with a networking-event

Corporate Finance Woman of the Year

International competition for female students on the subject of transaction consulting: Financial strategies, planning and business valuation

Experience the EY world during your course of studies

Internship

At least six weeks, available year-round in all departments

Student Traineeship

Between eight weeks and six months, available year-round in all departments

EY Talent Community

Network for students who want to stay informed about all aspects of their potential EY career.

Set Sail: International internship program

Requirements: Completed in-country internship and participation in our internship support program Xperience. Employment at locations worldwide.

Trainee promotion program Xperience

Fostering of our best interns with internships abroad and exclusive events like the International Intern Leadership Conference (IILC) in Orlando, Florida.



How to join EY

Join us - As an assistant or consultant

- ▶ On-the-job training with real responsibility from day one onward
- ▶ Gradual expansion into more extensive projects in changing project teams
- ▶ Entry possible at any time of year



Join us - With our top-notch development programs

EY Consulting Expert Class

Become a consulting specialist in five months, including Microsoft or SAP certification

TAXellence

Accelerated career for future top executive in tax consulting

Get ready for Tax

Two-week training camp with case studies and workshops for direct entry into tax consultancy

careerpath@SaT

Career advancement in transaction consulting with increasing specialization in industry and competence areas



Your perspectives

Career Exams

Time and financial support for exams such as:

- ▶ Tax consultant
 - ▶ Auditor
 - ▶ CFA - Chartered Financial Analyst
 - ▶ CPA - Certified Public Accountant
 - ▶ CISA - Certified Information Systems Auditor
-

Clerkship at EY Law

Option of completing a lawyer's or elective course

Part-time master programs

- ▶ AuditXcellence - Master's program in auditing
- ▶ Master of Taxation - Master's program in tax advisory services

Join us - With our trainee programs

Audit:
AuditPLUS

Transaction advice:
TransactionPLUS

Tax consulting:
TaxPLUS

- ▶ Gain an overview and get to know different company areas
- ▶ Foreign deployment possible
- ▶ Permanent employment contract
- ▶ Work experience as a trainee is credited
- ▶ Duration of 18 to 19 months

From your application to your first day at EY

1

Job search and online application

Find your dream job at EY and apply online: www.de.ey.com/karriere.

2

Review of your application and invitation

Your application impresses us and we invite you to an interview.

3

Get to know each other personally

At the EY office we get to know each other personally.

4

Offer and contract

The conversation was successful for both sides and you are excited about our offer.

5

Your first day

Welcome! In the EY office you will receive all information and your starter kit and get to know your team.

Get started with your individual EY career!



Your career path at EY



Experience abroad

- ▶ EY has more than 700 locations in more than 150 countries.
- ▶ An assignment gives you the opportunity to benefit from the global structures, to make new contacts and to develop your career in new ways.
- ▶ In the last financial year, 3,100 employees have been sent abroad.
- ▶ EY has numerous secondment programs and initiatives.

General

- ▶ Duration: 3 to 12 months
- ▶ Already possible during or shortly after the end of studies:
 - ▶ Internship (Set Sail)
 - ▶ Trainee
- ▶ Diverse secondment programs are possible at the beginning of the EY career (Assistant and Senior), e.g.:
 - ▶ Global New Horizons (3 months)
 - ▶ Busy Season Resource Sharing (3 to 6 months)

Short-term Opportunities

- ▶ Duration: >12 months
- ▶ Primarily for employees at a higher level (Manager and above), but also possible at Senior level.
- ▶ Diverse secondment programs, e.g.:
 - ▶ Global Exchange Program (18 to 24 months)
 - ▶ Global Tax Desk (24 to 36 months)

Long-term Opportunities

”

Whenever you come to us and no matter how long you stay with us:

You will benefit from the exceptional experiences you make at EY for a lifetime.

Alexander C Opaschowski
German Business Center Leader USA & Mexico

A photograph of an office environment. In the center, a woman with long dark hair, wearing a white blouse, is smiling broadly. To her left, a man in a plaid shirt and glasses is looking towards her. To her right, a woman with short grey hair, wearing a dark blue top, is looking at her. The background shows large windows and office furniture. The text is overlaid on the left side of the image.

My exceptional EY experience

Hannah Hacker
Trainee

My exceptional EY experience



- ▶ Master in International Accounting, Controlling and Taxation //
Master in Management with Finance
- ▶ Bachelor in Finance, Accounting, Controlling, Taxes
- ▶ Apprenticeship as Assistant Tax Consultant

EY Talent Community

Your benefits in our community:

- ▶ Receive regular information about suitable job offers
- ▶ Interesting webinars
- ▶ A wealth of information about EY
- ▶ Exciting talent events

It's your time - make the most of it!

Registration under:

www.de.ey.com/karriere/talentcommunity



Stay in contact with us!



www.ey.com/careers
www.de.ey.com/digitalmovement
www.karriereblog.ey.com

Alexander C. Opaschowski

German Business Center Leader USA & Mexico
Phone: +1 (914) 689-6412
eMail: alexander.opaschowski1@ey.com

Maximilian Dähne

Senior Manager
Phone: +49 (160) 939-13640
eMail: maximilian.dahne@de.ey.com

Hannah Hacker

Trainee
Phone: +49 (160) 939-21671
eMail: hannah.hacker@de.ey.com

www.de.ey.com/careers

+49 (6196) 996 10005

karriere@de.ey.com

www.jobportal.de.ey.com

Die globale EY-Organisation im Überblick

Die globale EY-Organisation ist einer der Marktführer in der Wirtschaftsprüfung, Steuerberatung, Transaktionsberatung und Managementberatung. Mit unserer Erfahrung, unserem Wissen und unseren Leistungen stärken wir weltweit das Vertrauen in die Wirtschaft und die Finanzmärkte. Dafür sind wir bestens gerüstet: mit hervorragend ausgebildeten Mitarbeitenden, starken Teams, exzellenten Leistungen und einem sprichwörtlichen Kundenservice. Unser Ziel ist es, Dinge voranzubringen und entscheidend besser zu machen – für unsere Mitarbeitenden, unsere Mandanten und die Gesellschaft, in der wir leben. Dafür steht unser weltweiter Anspruch „Building a better working world“.

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