

An aerial photograph of a two-lane asphalt road winding through a landscape. To the left of the road is a large body of water, possibly a reservoir or lake, with a shoreline of trees and vegetation. The sky is clear and blue. The right side of the image is partially covered by a dark green curved overlay.

DEKRA Arbeit

Company Presentation



Agenda



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Agenda



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DEKRA

Founded

1925

to ensure road safety in the rapidly developing field of mobility.

Today, DEKRA offers a broad portfolio of services and qualified, independent expert services for:

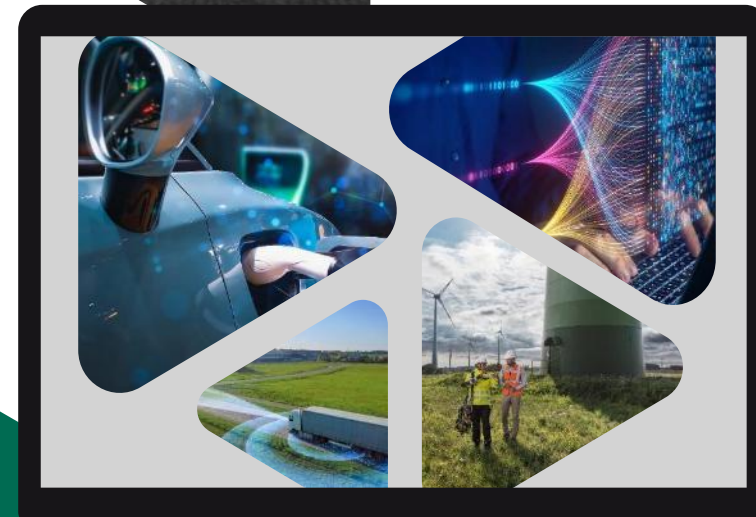
safety in traffic

at work

and at home in 60 countries.

Our particular focus:

1. Future Mobility
2. Cybersecurity
3. Artificial intelligence
4. Sustainability

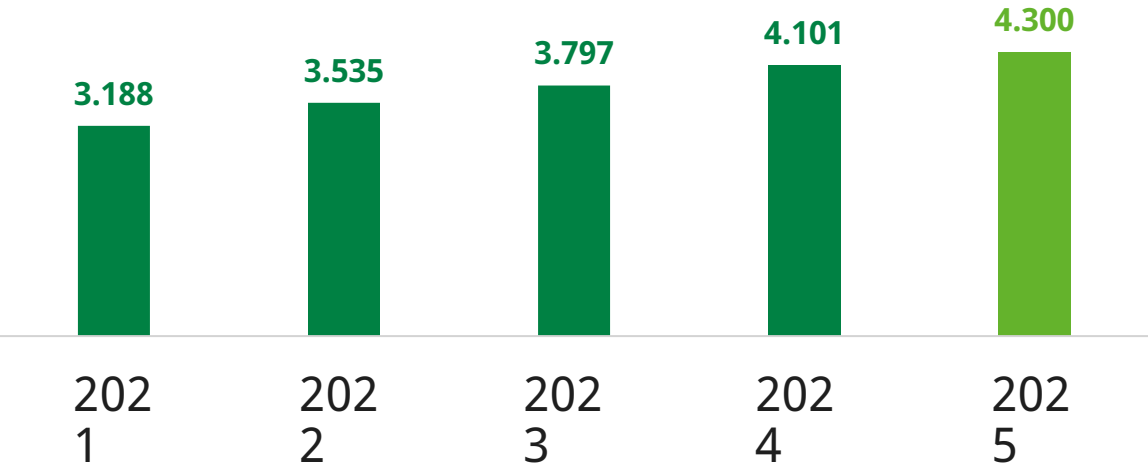


100
YEARS
SECURING THE
FUTURE
1925 - 2025

Our growing foundation



Total – Revenue
in million Euros



 **Employees**
as of 2025/12/31 on all continents in 60 countries

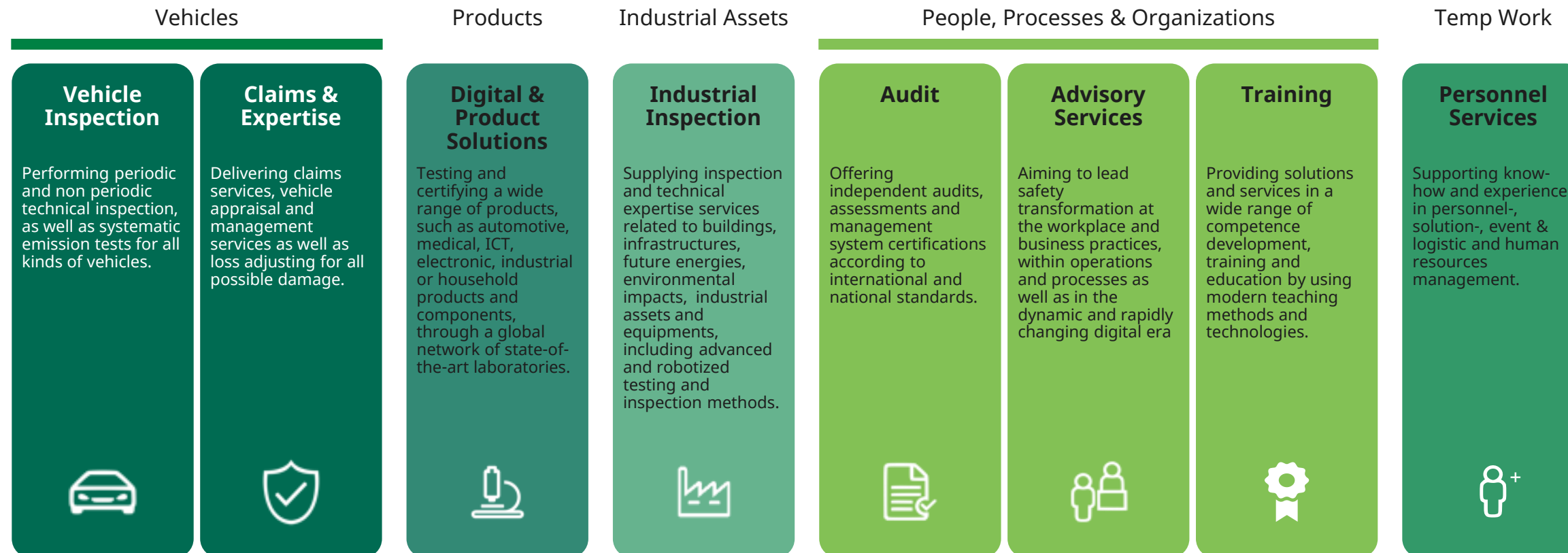


◀ **100.** ▶
Y E A R S

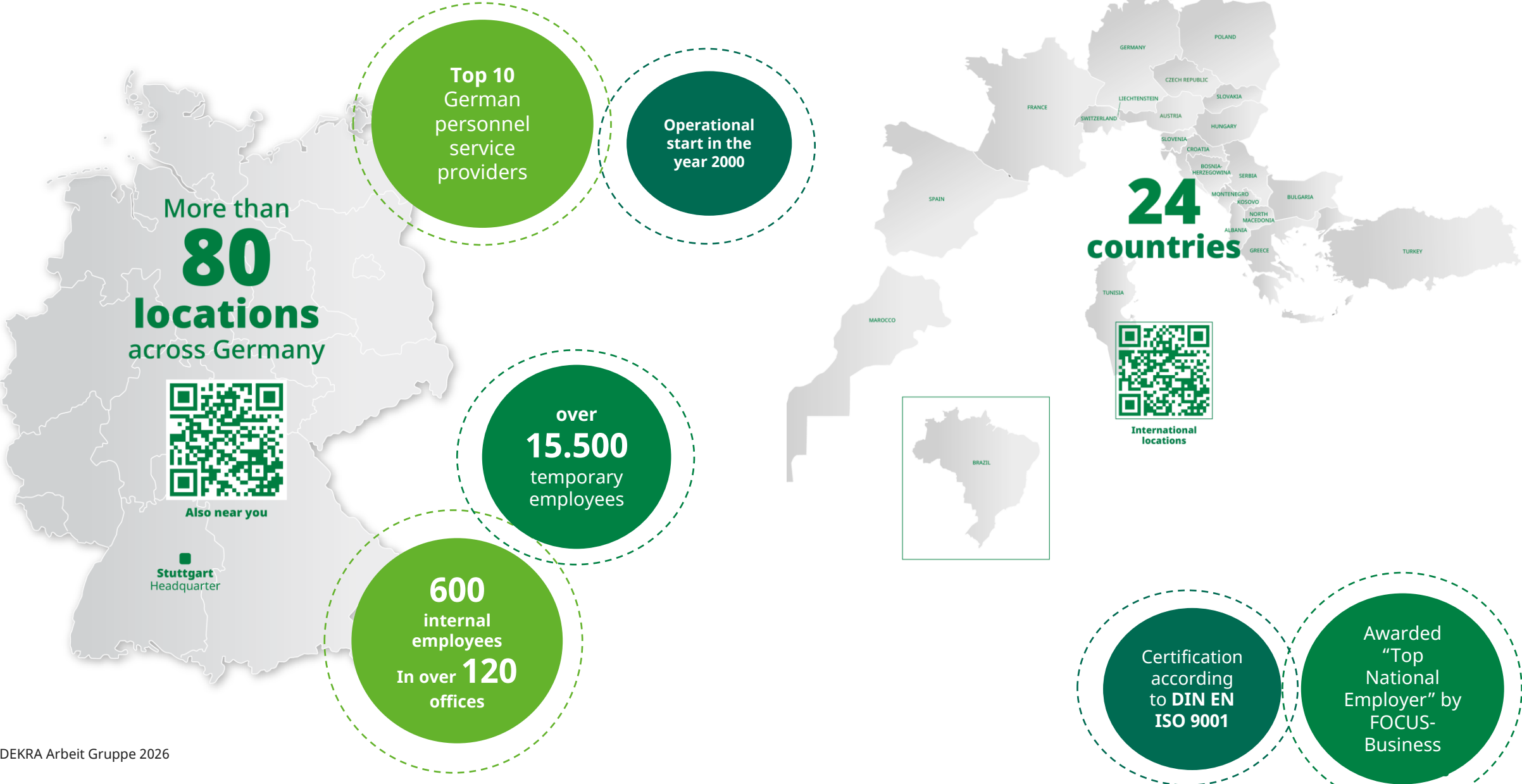
With our services, we provide Safety, Security and Sustainability



What we focus on and **how** we help our clients



DEKRA Arbeit Group



A Strong Association

Specialist know-how for
your individual needs &
your business success



DEKRA Arbeit GmbH

Personnel partner for temporary staffing, permanent placement/recruitment, HR consulting & integrated applicant management

DEKRA Event & Logistic Services GmbH

Professional takeover of personnel planning and organization of events, trade fairs, marketing campaigns as well as professional transport & logistics solutions at home and abroad

DEKRA Expert Migration GmbH

Experts for cross-boarder recruitment in combination with further training measures in German and professional qualifications as well as their recognition and visa application

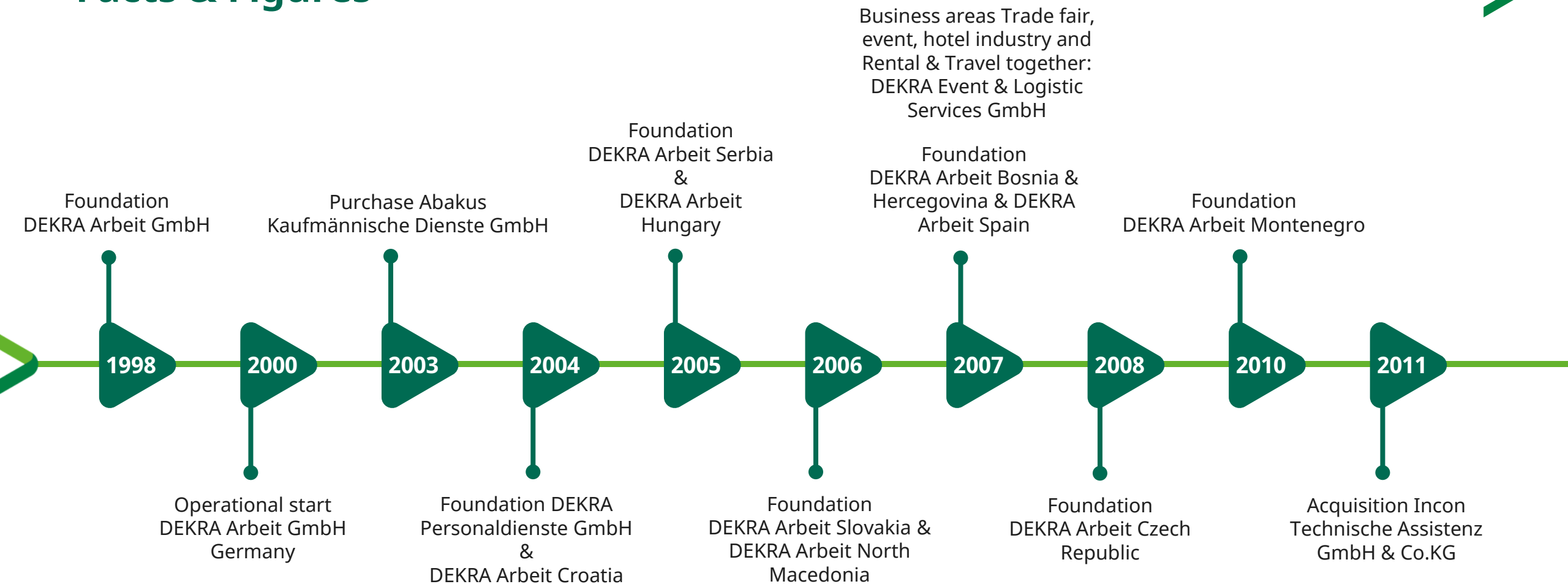
DEKRA Personaldienste GmbH

Professional consulting and support for operational change processes (transformation management, outplacement, executive search & interim management) Management)

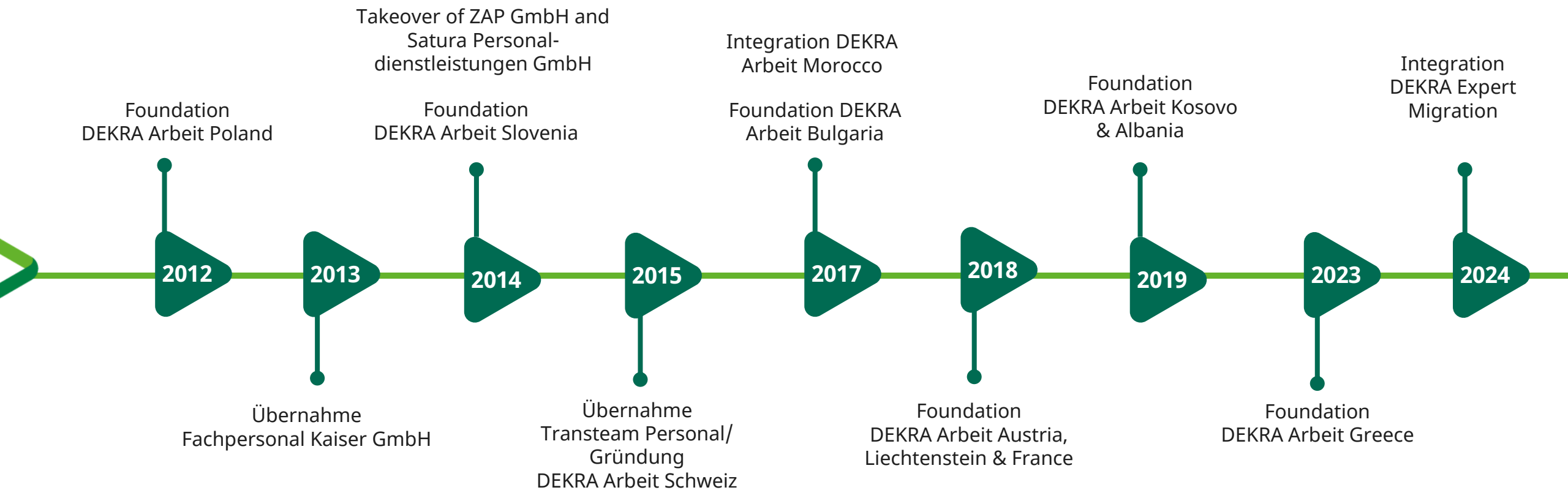
DEKRA Arbeit International

Uniform portfolio for all our
national companies

Facts & Figures



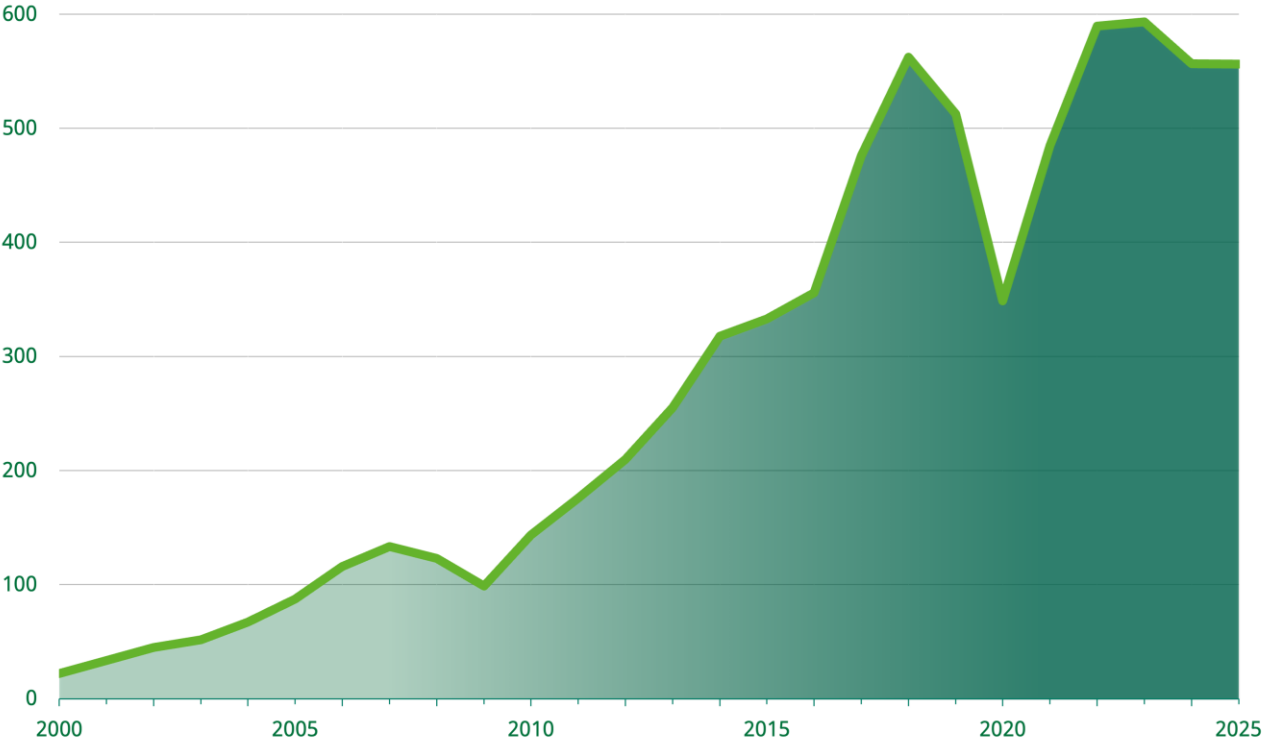
Facts & Figures



Our Development



Sales development in millions of euros, 2000–2025



In more than 25 years, we have succeeded through continuity, quality and trust to become one of the leading providers on the market.

Our Vision



Imagine a world in which TOGETHER makes you successful.

ACTING TOGETHER. STANDING TOGETHER.
that's who we are and that's how we'll stay.



- ▶ Business-oriented personnel services with **social responsibility**
- ▶ Stimulus on the labor market through **placement-oriented thinking**
- ▶ Flexible and customized employee deployment through **profiling, coaching and further training**

Our PEOPLE VALUES



Humanity



customer orientation



Entrepreneurship



Togetherness



Loyalty

Our mission

As a strong COMMUNITY, we connect PEOPLE and WORK.

- ▶ We adapt individually to **you** and your **wishes**.
- ▶ Our employees are selected specifically for you and your job profile.
- ▶ Relevant experience in your industry is a requirement.
- ▶ Our staff impress with their outgoing, open-minded and friendly appearance.

Our CORPORATE PRINCIPLES

-  Economic success
-  Customer focus
-  Employee focus
-  Integration
-  Growth
-  Globalisation
-  Innovation



Discover our benefits



-  A name that has always stood for **QUALITY** and **SAFETY**
-  More than 25 YEARS OF **EXPERIENCE** and **KNOW-HOW** in human resources management
-  **INNOVATIVE CONCEPTS** of placement-orientated personnel services
-  A **PERSONALISED SOLUTION** - specially tailored to your company
-  Place your trust in **PARTNERSHIP** and **COVERING AREAS** cooperation
-  **COMPREHENSIVE** and **INTENSIVE SUPPORT** from our staff, on site if required



Digitale Agenda



AI meets human expertise,
Service provider with heart
revolutionises temporary work.



**As a strong community, we bring people
and work together.**



**When everything around you changes,
you have to change too!**



Strength

Digital culture

Connected anytime and anywhere

- Branch office structure
- Digital office structure
- Co-Working offices



Customer focus

Service excellence

Digital HR-solutions and portfolio

- New sales channels
- Cross-market recruiting
- Customer orientation as the focus of our work
- Full-Service projects
- Logistics
- Employability & Mobility



Digital transformation

Digital ecosystem

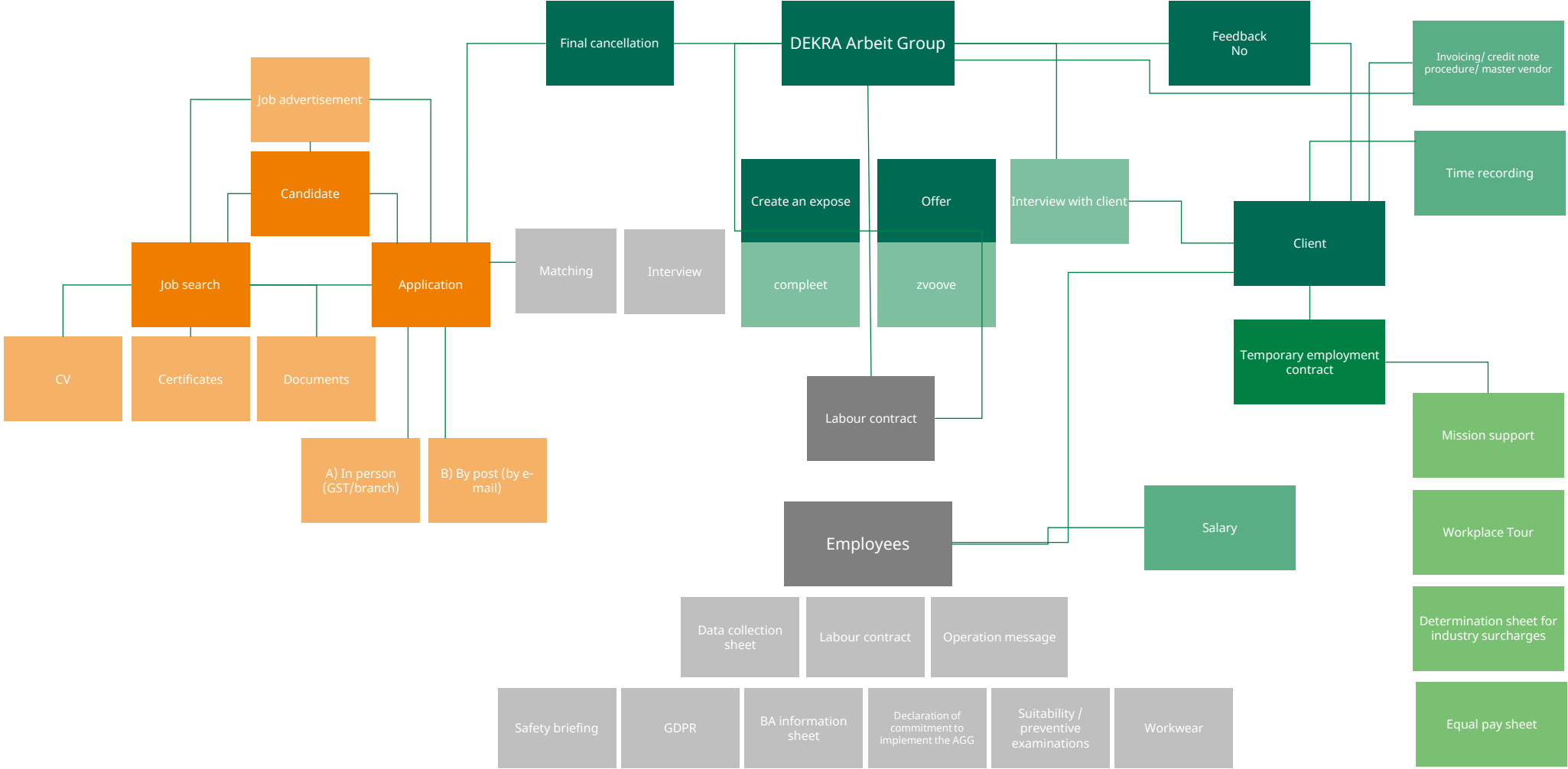
Online Platforms

Digital marketing

- ChatYourJob
- D-Works

Eco system

Temporary employer



Our Portfolio



Staffing Services



Temp Work

Temp work is a flexible form of employment that can adapt to various situations, such as changes in demand, employee fluctuation or additional projects. We offer optimal personnel solutions for every situation, no matter how short notice, for how long, how extensive or how specialized the employee requirement is - and in almost all sectors and industries.



Placement

We support client companies in the targeted filling of vacancies. Not only do we show them the best possible recruitment channels, but we also accompany clients and applicants from the advertising stage until the signing of the employment contract.

Staffing Services



High Professionals

Targeted recruitment of top-level candidates with a high degree of experience and/or specialization in their field. We find experts who want to grow with the client and become successful together.



Young Professionals

Active sourcing and placement of those people who have already completed their studies, possibly through internships, and have gained some initial experience. We target candidates with the potential for higher positions in our client companies through commitment, ambition and willingness to learn.



Executive Care & Private Assistance

Our range of medical care services is aimed at private individuals who want first-class, exclusive care from our highly qualified nursing staff. We provide highly professional, up to 24-hour nursing care at your home, so that you can feel at ease and know that your loved ones are well looked after in their familiar surroundings.





Cross Market Recruitment

We recruit employees for a wide range of industries via our network of offices within the EU:

- **Logistic**
- **Automobile**
- **Mechanical engineering**

We also support our clients in the recruitment of skilled workers and engineers from non-EU countries such as India or the APAC region.

We support the visa and recognition processes of our international employees from start to finish, while also assisting our clients with our expertise in cross-market recruiting.



Solution Management



Digital HR Solutions

By using both internally developed and external HR tools, we respond to the digitalization of our service and dynamically adapt our current recruitment, organizational and accounting measures.

Examples of our own tools are:

- D-Works - our vendor management system by D-Vision
- ChatYourJob - our recruitment communication system for direct contact with interested parties.



Inhouse Services & Master-Vendor

We are on site at our customers' premises with a small team and look after our employees there. Our tasks consist of advising and planning the deployment of employees as well as scheduling, personnel management, accompanying onboarding, documentation and complete organizational and administrative processing.

In addition to the tasks listed above, as the main supplier we also support our co-suppliers.

This allows all parties to concentrate on their core business.

Solution Management



Employer of Record

This employment model enables client companies to access employees internationally within the framework of temp work, without any administrative effort on their part. We assume the role of employer and enable the client to set up a project or business activity abroad. We handle all the country-specific administration, payrolling, accounting and insurance issues.



Payrolling

We take over the booking of ongoing business transactions and payroll accounting for clients and partners. This allows clients to concentrate on their core business, while we take care of all aspects, including tax regulations, relating to the payment of wages and salaries.



Recruitment Process Outsourcing

As part of the RPO, we design and manage the entire recruitment cycle. After defining the personnel requirements, we develop customized sourcing strategies and assess the cultural and professional suitability of candidates in interviews and a comprehensive evaluation process. This way we present to our clients the best possible candidates based on their individual requirements.



Mystery Shopping

Our professional sales and promotion staff check our customers' entire range of services according to valid criteria. This way, we build a bridge between our clients' target groups and communicate with their end customers precisely where brand and product information belongs: At the point of sale!



Solution Management



Expert Migration

Cross Boarder Recruitment (auch non-EU) und Qualifizierung

DEKRA Expert Migration qualifies foreign specialists for the German healthcare and social services sector, the transport logistics industry and for industry and the skilled trades.

EMP has been recruiting people for the German labour market with a global team for more than ten years. Participants receive language training and specialised training in their home countries before starting work in Germany.

After successfully passing their final examination, they receive support with the recognition procedure, the visa process and entry into Germany, as well as with their subsequent integration. EMP's clients employ the participants directly and pay for their training.



Event & Logistic Management



Event & Promotion

We have a large, nationwide network of skilled and qualified hostesses and hosts, brand ambassadors and promotional staff.



Student Jobs

We offer jobs specifically designed to meet the needs of students or holiday job seekers. This enables us to provide flexible staff and at the same time give students valuable work experience.



Project Management

For individual personnel projects, we rely on customized solutions to meet specific requirements. We work efficiently and use state-of-the-art methods to ensure on-time, on-budget and high-quality results.

Event & Logistic Management



Logistics & Vehicle Services

We offer customized solutions in the field of transport and logistics: fleet and vehicle fleet management, vehicle transfers, vehicle rental and chauffeur services.



Digital Fleet Solutions

We offer customised solutions to automate and digitalise business processes with our clients. This is done using customised tools, REST API interfaces and much more.



Mobility

We are shaping the future with modern car sharing and ride sharing concepts. But behind the credo of changing mobility lies a lot of service and logistics work. A personnel challenge that we are happy to take on, offer our customers and provide them with professional support.



Human Resources Management



Executive Search & Headhunting

We approach executives directly on behalf of our clients and convince them to change employers.



Interim Management

We will provide you with experienced managers with the expertise required for your situation for the period of a vacancy or the duration of the planned project implementation and ensure that the strategy is implemented smoothly.



Newplacement

Supporting employees with internal or external professional reorientation. Supporting companies in the areas of the internal labour market, new placements, restructuring and individual and group outplacements. We provide you with professional support for these developments.



Human Resources Management



Transformation Management

Advising companies on HR topics in change processes:

- Redeployment
- 360-degree analyses
- Succession planning
- Retention Identification of potential reasons for separation incl. Processing
- Identification of performance potential
- Retaining staff □ Staff retraining / further qualification
- Workshops on separation management and separation interviews
- Retirement
- transition models
- etc.

Human Resources Management



Potential analyses & assessment

The employee potential assessment service is designed to highlight and utilise the skills of our external employees to gain valuable insights for their ongoing development. Using a comprehensive approach, we conduct tests and assessments that evaluate employees' skills, business interests, motivation, work values and development potential.



Diagnostics

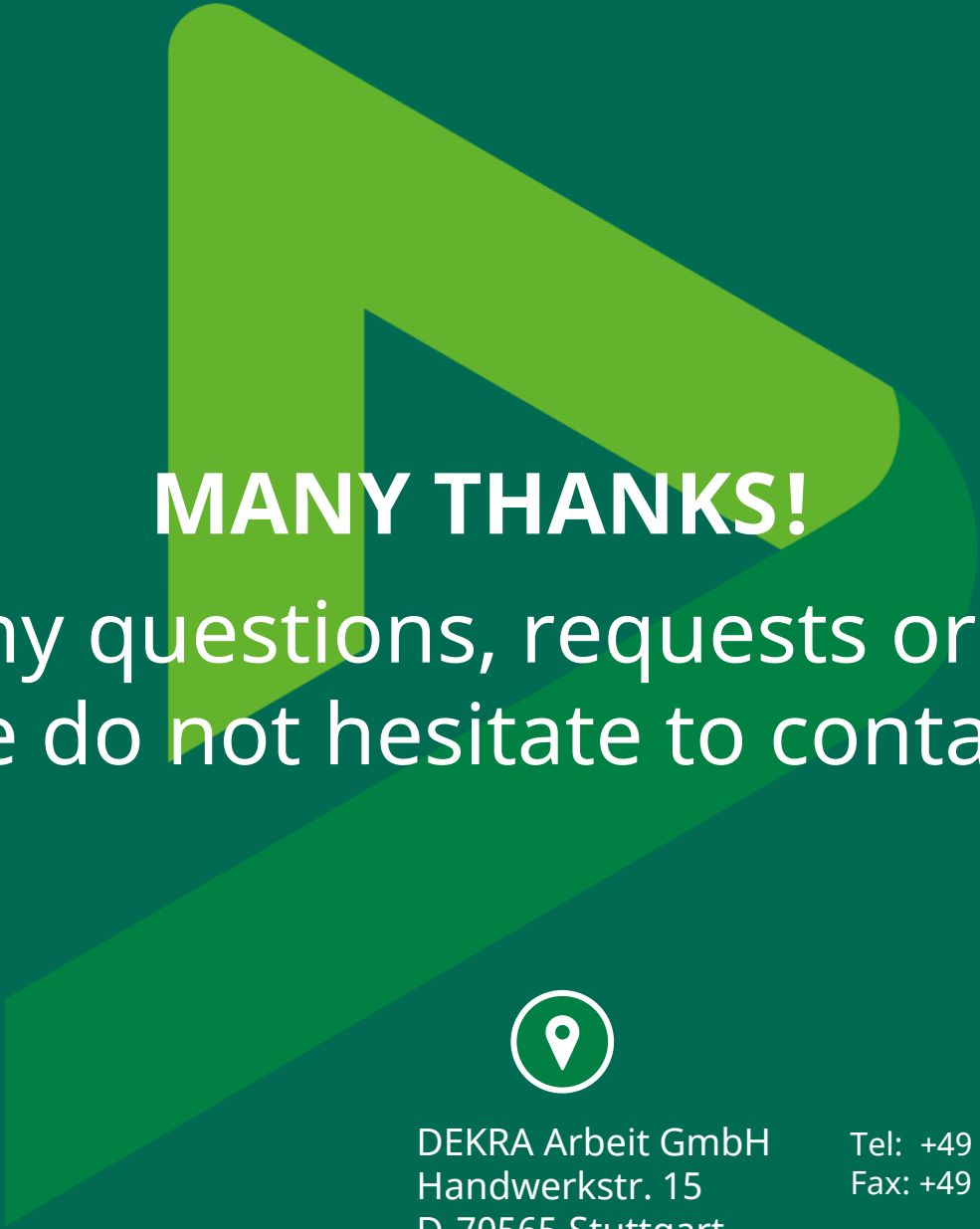
Diagnostic procedures are just as important for the personnel selection process as they are for assessing the performance of the current workforce. Diagnostics make an important contribution to personnel selection, the correct positioning of competences within the company and development, and we only use scientifically sound instruments in our diagnostic procedures.



„We look forward to tackling the many challenges together with you.“

Suzana Bernhard
CEO





MANY THANKS!

If you have any questions, requests or suggestions,
please do not hesitate to contact us.



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