

Our advice is different!

Imaginative. Outstanding. Refreshing in atmosphere.

Welcome to the



We are project specialists for financial institutions.

For more than two decades we have been supporting large and medium-sized institutions in the design of business processes and IT solutions. Our core competence lies in the planning, design and implementation of SAP standard software in both operational and analytical areas relating to disclosure and internal bank management.

We are financial architects.

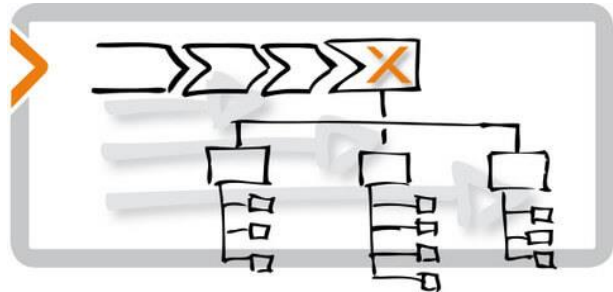
We also develop overall bank architectures and blueprints for data models and data flows and are a strong partner both conceptually and in implementation, with a focus on practical solutions. In doing so, we translate end-to-end the complexity that has often grown into efficient, integrated and future-oriented business processes.

In increasingly networked structures, the demands on projects are becoming more and more interdisciplinary and complex. No two projects are alike and yet XPACT Consulting AG's projects require varying degrees of expertise in the following areas following areas are required:

Project management

Experience from projects from kick-off to go-live and knowledge of the professional and technical challenges lead to an appropriate project plan which will turn into a project in-time and budget. In a professional PMO (project management office), the control of scope, dependencies

and risks as well as the definition of acceptance criteria take place. We support our clients throughout all phases of the project in terms of content and time. An experienced project team is responsible for the operational design of the project, from initialisation, conception and implementation to testing and go-live, including production controlling. From our experience in active project and large-scale project management as well as coaching of internal project managers, we develop the appropriate process model for each project.



Architecture

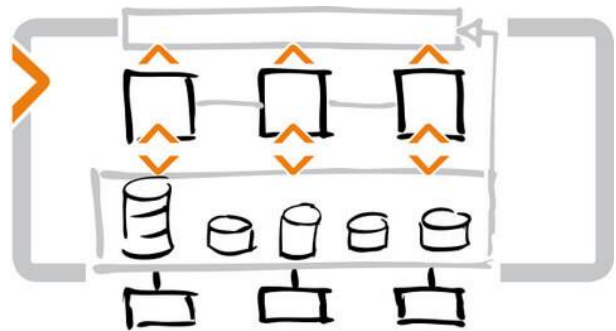
The development of modern financial architectures is one of our core competencies. The increasing dependency of the dispositive application areas requires integrated, cross-divisional solutions.

Stable. Consistent. Extensible. These are essential attributes with regard to the requirements for comprehensive system architectures. After all, heterogeneous IT system landscapes that have grown over decades are often no longer able to cope with today's challenges. New and permanently changing requirements pose high hurdles for both IT and the corresponding specialist departments.

Those responsible for IT have to maintain and further develop a multitude of systems and expand interfaces. These historically grown interconnections of all architecture components make a "new construction" of the architecture necessary. The standardization and centralization of technical functions and methods is considered an adequate means to achieve this.

Processes

With the change of systems, structures and tasks, the realignment of processes becomes necessary. In most cases the skill requirements of employees are also further developed with an increasing degree of automation. Modern solutions



require highly qualified employees who primarily think in a networked way, but also enable the centralization of simpler tasks. XPACT has had this aspect on its radar from the very beginning and supports customers in mastering these organisational challenges. Goal-oriented.

SAP consulting

We are a certified SAP® consultancy with a focus on SAP® banking software components and their interfaces.



We have been advising companies in the SAP environment since 1991 and have specialized in SAP Banking since 1998. Our clients are renowned international banks and financial service providers. In addition to numerous implementation projects of various SAP modules in the operative banking sector, we can look back on the first implementation projects of the SAP® Bank Analyzer with go-live in 2005.

Employer



Signpost.

We have successfully specialized!

Industry-focused. Honest. Innovative in our solutions.

We have successfully specialized! Industry-focused. Honest. Innovative in our solutions.

Do you think of the elitist world of management consultancies when you hear the name XPACT Consulting AG? Let us surprise you...

If you choose XPACT Consulting AG, your professional development - and your personal life - will benefit. Because the biggest advantage of working for us is the positive culture. Friendly cooperation. Individual room for development. Fair and open atmosphere. In our more than 15 years of working together, these values complement each other, shape our profile as an employer and direct our attention to what is important: the people - 45 professionals who are committed to us.

Admittedly, you will be managing SAP and organisational projects with the classic range of tasks of a consultant. From roll-in to roll-out. But with one major difference: At XPACT Consulting AG, people work for people, who communicate **honestly** and thus create the basis for sustainable and **trusting** customer relationships. Flat hierarchies and the associated lack of career thinking make us **flexible** and strong. They determine our thinking and point the way. They enable us to leave well-trodden paths in order to find innovative software solutions. More productive. Faster. Better. This is how we have made a name for ourselves in the industry as specialists in SAP and Financial Services.

Share this success with us: Become a trailblazer!

Your start as a young professional



Wayfarer.

Your skills want to grow! Specialized.

Continuously. Professional with fine-tuning.

You want more. You want to go further. And you're looking for a way to develop into a specialist who can make a decisive contribution to making international banks and financial service providers - global players and market leaders - even more successful. Whether it's Frankfurt, Amsterdam, Copenhagen, London or New York: XPACT Consulting AG offers you a wide range of opportunities to do just that, working with **interesting** first class clients! Because we pass the ball to you from project to project - you pick it up and experience how your knowledge portfolio increases in wide-ranging tasks. Depending on where your professional strengths lie, you will establish yourself as a specialist in a future-oriented SAP market. **In the long term**, with the security of a healthy and profitable management consultancy.

For you, this means: You start with us with thorough on-the-job training in the project itself, exchange ideas with the **experienced** experts in the project team and have the freedom to learn things - without the pressure of invoicing. Afterwards, you and your team colleagues will focus on complete implementations of SAP SE solutions/products, which you will accompany through all phases. And that's what we promise you: Variety, innovation and the option **to make a difference** for the customer.

Take us at our word!

Training



Path planner.

You are looking for the direct path with a clear goal!

Realizable. Ready to learn continuously.

Are you a different and progressive thinker? You solve tasks **individually** and like to shape progress? Then no day will ever be the same with us! XPACT Consulting AG supports you with everything you need for your projects and for the client: You tell us what training you need to do - we make sure you get it. **Up-to-date**. In the annual or regular staff appraisals, we discuss your training needs so that targeted development can take place. On this basis and in constant exchange throughout the year, you will expand your skills in a highly technological and professional environment.

As your performance increases, so does your desire for appropriate challenges. XPACT Consulting AG faces up to the changes in the market and is well prepared with experts whose knowledge knows no boundaries. For us, continuous learning and the passing on of knowledge are the guarantee for corporate success. Many of our consultants, for example, tell us that they have acquired new know-how in their **changing** project tasks. They benefit from exchanging ideas with their colleagues, thinking about ideas consistently and being open to new challenges. This is how they move forward. Day after day. Today, they are among the best in their field and are proud of their skills. Progress is **dynamic**: plan your path and realize your goals.

Enrich your life through **continuous learning!**

Employees



Trailblazer.

Develop our culture further!

Highly motivated. Competent. Solution-oriented for success

Wherever you go with XPACT Consulting AG, the team and the direction are right! Because we want to work with people, not with status oriented individuals: Pioneers with personality are part of our team. Forward thinkers and co-thinkers who pursue their tasks in a **solution-oriented** manner and bring new ideas and techniques to the team. Excellent professionals who think with an open mind and want to gain first-class experience. The more diverse their views, the deeper the understanding of the task. What **unites** us all: The common goal to be achieved for the client. High motivation. Systematics. Responsibility and cost awareness.

In short: Pioneers like you!

In order to win exactly this type of person for us, we attach great importance to an atmosphere of togetherness. Fairness, mutual respect, open communication and **constant** development. This special culture is our focus - with a clear external effect. Our clients value us as a sparring partner whom they trust. As a consultancy that, because of its way of thinking, cooperating and working, makes the business processes of financial service providers run smoothly. Another prerequisite for this is the extensive experience and academic training of our staff.

The result: a team-oriented environment that takes individual needs into account and promotes further development. **Collaboration** can be so simple.

Basic benefits



Wayfarers.

**We value what you are worth! Tangible. Recognizing.
In partnership for the future.**

Everywhere - at work and in private life - you strive for individual satisfaction. It is the cornerstone for committed consulting. XPACT Consulting AG therefore wants you to realize from your first day how **valuable** you are to us: XPACT Consulting AG paves the way and thinks about your well-being, your remuneration, your provision.

This is already evident on your first day: you can feel the "XPACT flair" when we welcome new colleagues to the team. We meet regularly for project discussions, training or free time. Communication is the key to keeping in touch with our employees and their families, keeping them informed and creating a good XPACT Consulting community. Because we want them to feel comfortable with us. We **actively** encourage the exchange of ideas and opinions and offer a large say on various topics - from business policy to marketing activities. We talk about goals and decisions to create more transparency. We deliberately keep weekends free from work - whenever possible - because we consider family to be an important value: Twice a year we organize an event to which we invite all families. Whether it's golfing in Passau, a cooking course in Tuscany or skiing in the Alps - our "family holiday" has become a tradition.

To make our success tangible for everyone involved, we go one step further. In addition to the salary and compensation package customary in the industry, we offer a high proportion of variable remuneration, the amount of which depends on personal and company performance. So far, all our employees have achieved 100 per cent of the target. We are successful. This makes it all the more important for us to **give something away** from our prosperity. The "plan sponsorship" that we conclude for every new employee is part of our philosophy.



Have we aroused your interest?

Let's stay in touch.



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