



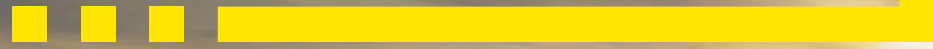
EY

Building a better
working world

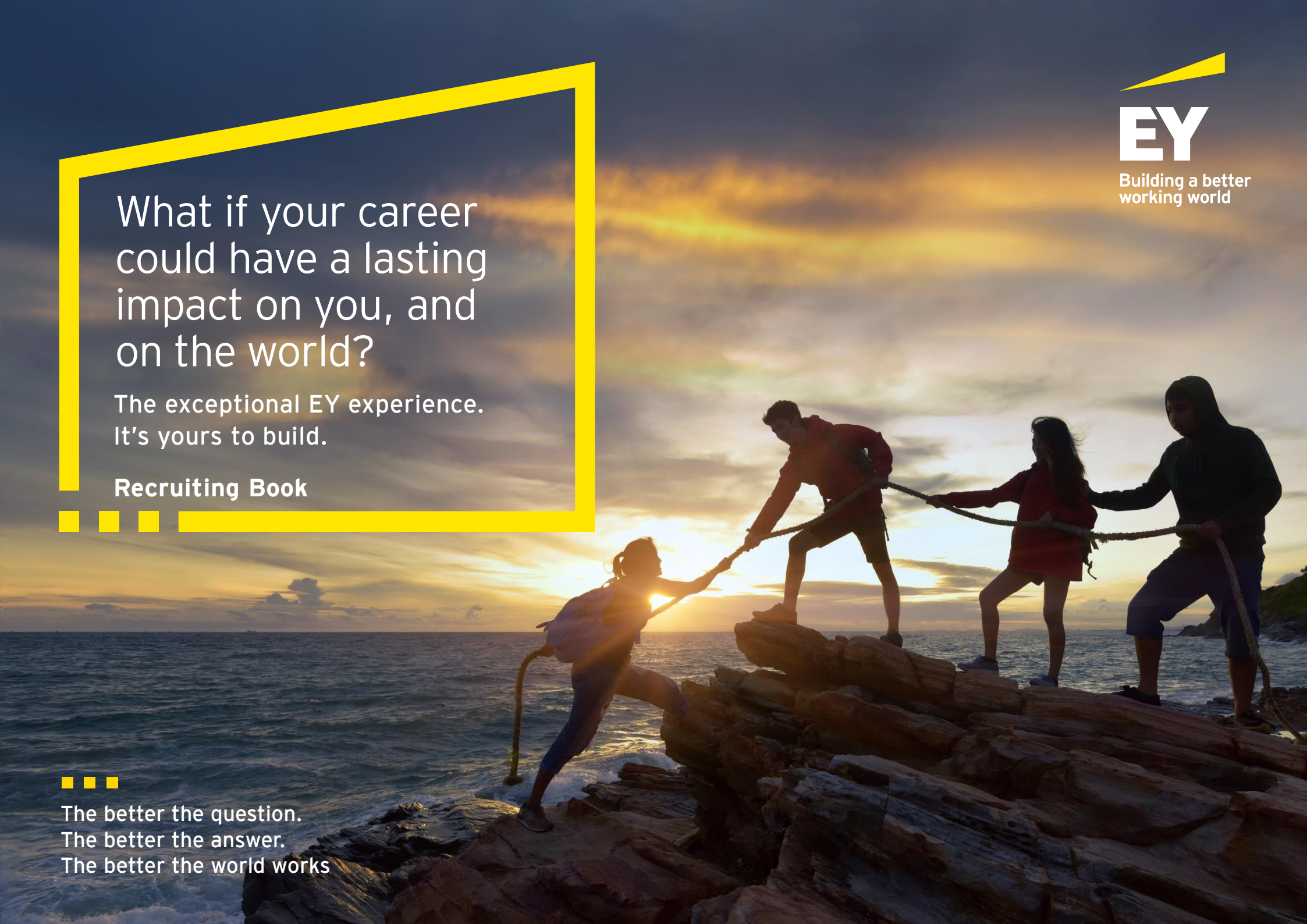
What if your career
could have a lasting
impact on you, and
on the world?

The exceptional EY experience.
It's yours to build.

Recruiting Book



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



A city street at sunset with tall buildings and people walking. The sky is a warm orange and yellow, and the buildings are illuminated from within, creating a glowing effect. People are seen walking on the sidewalks and crossing the street. The overall atmosphere is one of a busy, modern urban environment.

What does it take to build a better working world?

At EY, we see the world through the lens of better.

Better defines the way EY teams work and it starts with asking questions like, what's next? You see, the biggest breakthroughs in the world happen by asking these two small but powerful words. In a world that's changing faster than ever, our purpose of Building a better working world guides the work we do every day.

EY is looking to disrupt the way things are done to make the working world better. By inspiring EY teams to harness new possibilities as a single unified team, we are building a better working world for our people, for our EY clients and for our communities.

We want you to be a part of it. This is your opportunity to do something exceptional - something that matters to you, to EY, and to the world.

Our purpose

Building a better working world

Our values

- ▶ People who demonstrate integrity, respect, teaming and inclusiveness
- ▶ People with energy, enthusiasm and the courage to lead
- ▶ People who build relationships based on doing the right thing





Before you begin

Thank you for your interest in a career at EY.

We hope the information in this brochure will provide you with insights into the experiences you can expect from a career with us.

Click on the play buttons to watch videos and links to other EY sites throughout the document to find out more about us and the possibilities on offers at EY Japan.

The exceptional EY experience. It's yours to build.

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Connect with us



Visit the EY Japan careers site

[ey.com/en_jp/careers](https://www.ey.com/en_jp/careers)

A message from our Chairperson and CEO



At EY Japan, we want our people to always look for opportunities to grow and be curious about the next challenge, based on the idea of always doing the right thing.

We offer the widest range of services among our competitors and cover all areas of the value chain. We are also proud of having a strong global network and creating the environment and opportunities to collaborate and learn alongside diverse and experienced professionals from around the world. Are you ready for the challenge?



You may be considering a career with an EY member firm in Japan, such as EY ShinNihon, EY Tax, EY Strategy and Consulting, or EY Law. However, EY offers a variety of services around the globe so, while there may be one point of entry, there are unlimited opportunities for you to build your future career. In my own case, since joining EY as a CPA, I have had opportunities and experiences which were unimaginable at the start of my career.

EY is committed to creating an environment where EY members from diverse backgrounds can gain the widest experience to succeed.

Would you like to join us in building a better working world at EY Japan?



EY Japan is looking for people who share the EY Purpose of Building a better working world, and who are ready to take personal responsibility for solving the world's issues.

Moriaki Kida

EY Japan Chairperson and CEO
Japan Regional Managing Partner (RMP)

About EY



The exceptional EY experience.
It's yours to build.
In your career, will you tick all the right boxes or
think outside of them?



150+

countries around the world
with EY member firm presence
(as of June 2022)



370,000

total EY headcount
(as of June 2022)



**Top 10 for
11 years running**

World's Most Attractive Employers
(Universum Surveys between 2011 and 2021)

US\$45.0b

global revenue in FY22



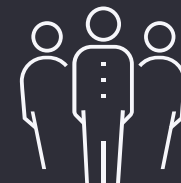
US\$10.0b

Investment in audit quality,
innovation, technology and Talent
(2019~2022)



81,000,000

People impacted by EY Ripples and
corporate responsibility programs since
launch (as of June 2022)



Your ambition is as bold as ours

To solve the world's issues. To ask questions that have never been asked before. To support the creation of long-term value. To bring out the best in yourself and in others. To innovate, to grow, to learn, to lead, to belong.

Surrounded by the curious, united by purpose. Learning from the best, harnessing technology to unleash human potential. Building a better working world, together.

At EY, we provide the culture, the tech, the teams, the scale, the challenges, the learning and the relationships for you to personalize your career as part of a transformative organization. We will empower exceptional EY experience.

It's yours to build.



Where do you start if you want to change the world?

See how asking #BetterQuestions is helping provide answers to some of the world's toughest challenges.
ey.com/en_jp

The wide range of EY professional services

| Ernst & Young ShinNihon LLC 5,500※ | Ernst & Young Tax Co. 900※ | EY Strategy and Consulting Co., Ltd. 3,400※ | | Other member firms |
|--|--|--|----------------------------------|--|
| Assurance | Tax | Consulting | Strategy and Transactions | <ul style="list-style-type: none"> ▶ Ernst & Young Business Partner Co., Ltd. ▶ EY Immigration Corporation ▶ EY Social Insurance and Labor Advisors Corporation ▶ EY Law Co. ▶ Ernst & Young Solutions Co., Ltd. ▶ EY Professional Support Co., Ltd. |
| <ul style="list-style-type: none"> ▶ Audit ▶ Financial Accounting Advisory Services ▶ Climate Change and Sustainability Services ▶ Forensics (fraud investigation/anti-fraud measures/compliance focused services) ▶ Growing Enterprise Support | <ul style="list-style-type: none"> ▶ Business Tax Advisory Services and Tax Compliance ▶ International Tax Planning and M&A/Restructuring ▶ Indirect Tax Strategy ▶ Global Human Resource Management | <ul style="list-style-type: none"> ▶ Sector ▶ Cross Sector ▶ Strategy and Transformation ▶ M&A (Transaction and Corporate Finance) ▶ Risk ▶ Technology ▶ People | | |
| EY Japan Co., Ltd. 800※ | Core Business Services | <ul style="list-style-type: none"> <li style="width: 33%;">▶ BMC/Brand, Marketing and Communications <li style="width: 33%;">▶ Finance <li style="width: 33%;">▶ Risk Management <li style="width: 33%;">▶ Executive Management Staff <li style="width: 33%;">▶ General Counsel's Office <li style="width: 33%;">▶ Supply Chain Services <li style="width: 33%;">▶ Enterprise Support Services <li style="width: 33%;">▶ Information Technology <li style="width: 33%;">▶ Talent <li style="width: 33%;">▶ Markets | | |

Providing sector-focused services

Advanced Manufacturing & Chemicals - Banking & Capital Markets - Consumer Products & Retail - Government & Public Sector - Healthcare - Insurance - Life Sciences - Media & Entertainment - Mining & Metals - Mobility - Oil & Gas - Power & Utilities - Real Estate, Hospitality & Construction - Technology - Telecommunications - Trading Companies - Asset Management

※Approximate headcount as of 1 October 2022

Your exceptional EY experience begins now



Are you ready to start building a better working world for clients?

Both the individual's work and the team's work lead to the realization of EY's purpose.

No matter the stage of your career, you'll be able to build a unique career.

You want a career as unique as you are - and success as defined by you. We provide the scale, teams and the tech. We will show you what's possible, so you'll see opportunities where others see challenges.

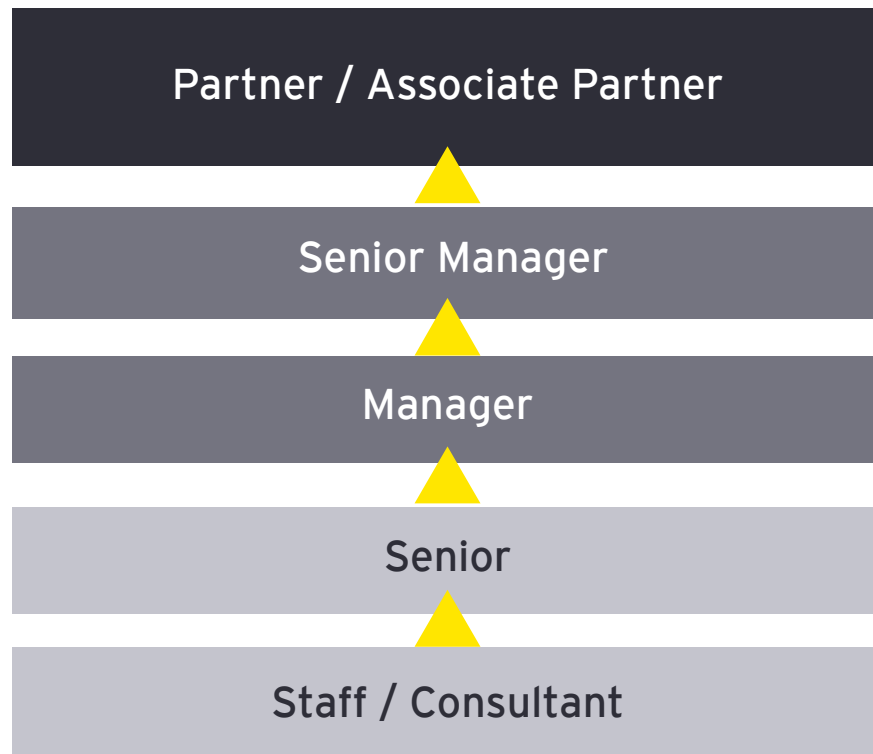
With our help, you can make a meaningful impact, your way.

A career as unique as you are. It's yours to build.

How will you develop?

What are your goals for future development?
At EY, there are five major steps in career advancement.
This is an illustration of the responsibilities at each stage of your career.

Career path



- ▶ Build and develop teams
 - ▶ Take responsibility for profitability
 - ▶ Take ultimate responsibility for project delivery
-
- ▶ Take on-site responsibility for project delivery
 - ▶ Responsible for overall projects
 - ▶ Manage service quality
 - ▶ Develop junior staff
-
- ▶ Commit to project tasks
 - ▶ Provide high-quality output
 - ▶ Collaborate with project members

Work @ EY

EY Flex & Remote

At a time when society and its values are changing, EY Japan has designed EY Flex & Remote. This is a workstyle which encourages our people to perform at their best, and which is not based on a location, working hours or dress code. Our flexible workstyles, which give options for where you live and other life events, are designed to attract a diverse workforce.

Efforts to promote EY Flex & Remote

1

EY Flex & Remote relocation program

We already have more than 30 of our people who are no longer office-based and work remotely from locations across the country. We are now finalizing and upscaling our management and talent systems for their introduction across EY Japan.

2

Ground rules

We have guidelines for meetings and communication when working remotely or from home etc., to support and drive EY Flex & Remote workstyles.

3

Training

As part of our EY Flex & Remote initiative, we have implemented programs to support EY members in gaining the skills to perform at their best when working remotely.

4

Review of policies and systems

We want to support the career and personal life of our people. To date, we have implemented options to take leave for volunteering or for fertility treatment, expanded the scope of who can take childcare and nursing care leave, and revised our policies for working remotely.

Activity-based working (ABW)

As a result of EY Flex & Remote, we have redesigned our EY offices as a collaboration space where our clients and our people can share experiences and strengthen relationships. We offer a variety of table types and meeting spaces to encourage our people to select the most suitable workspace, without allocating fixed desks or designated rooms. Our Tokyo office also incorporates a cafe area for EY's exclusive use to meet colleagues or take time to refresh mind and body.

Take a 360° virtual tour of EY Japan

Imagine yourself working with us as you take an interactive tour of our office.

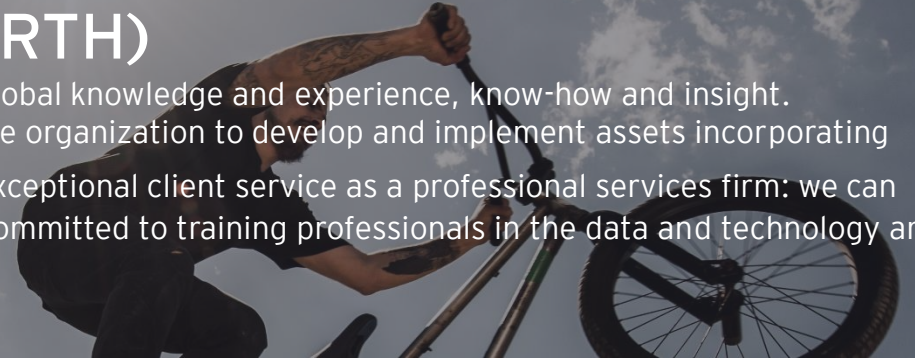


Tech @ EY



EY Japan Regional Technology Hub (RTH)

EY promotes the use of technology to create assets that will leverage our global knowledge and experience, know-how and insight. The Regional Technology Hub (RTH) works with a variety of teams across the organization to develop and implement assets incorporating cutting-edge technology, including AI and blockchain. Tech@EY can offer exceptional client service as a professional services firm: we can provide deep analysis at speed to respond to a client's needs. We are also committed to training professionals in the data and technology area to expand these services.



Regional Technology Hub

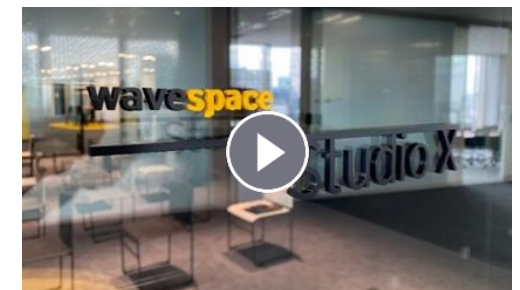


Main teams from Tech@EY

- ▶ Assurance Innovation which promotes digital audit incorporating AI
- ▶ Tax Technology Transformation which uses technology platforms to transform Tax services
- ▶ Technology Consulting which promotes our clients' digital transformation
- ▶ Client Technology Hub Tokyo which uses design thinking to develop the user interface
- ▶ EY Digital Hub Fukuoka which is a new base for asset development and management

EY wavespace™

At this cutting-edge technology lab, we design immersive programs that bring together the best people, giving them the mindset and collaborative tools to think differently. We can do this both in-person and virtually for our clients around the world.



Tech @ EY

Join EY teams that value the whole you

Spend time on what drives you. At EY, we support you based on a simple motto: one-part professional, one-part personal.

EY values you as a whole person. That's why you have the flexibility to pursue the things that truly inspire you. If you can think outside the box, why work in one?

When you thrive, we thrive. We provide you with the necessary support to help you be the best you can be. We can only build a better world, together, by putting your wellbeing at the heart of everything we do.

The best version of you. It's yours to build.

EY Tech Career

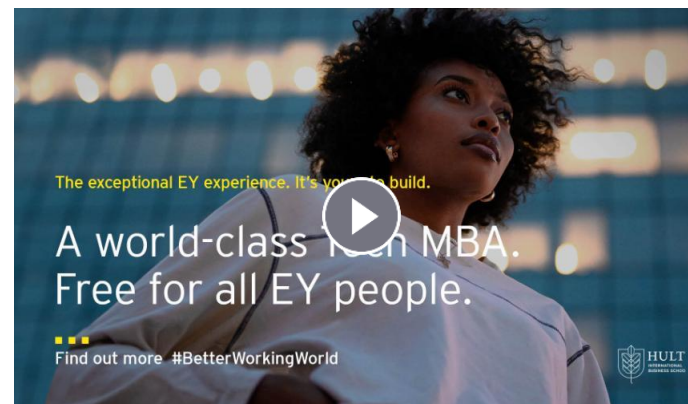
Robots are on the rise everywhere, especially here at EY. We employ more than 20,000 data and analytics professionals, including over 2,000 data scientists. And we're only just getting started. We have planned investment of US\$1 billion in new technology solutions, client services and innovation.



EY Tech MBA

The EY Tech MBA, offered in association with Hult International Business School, is helping our people develop both the mindset and skillset to navigate the challenges ahead.

It is the first-ever, fully accredited corporate MBA that is not linked to role or position and offered at no cost to all of our 310,000-plus employees in over 150 countries.



Life @ EY



In addition to supporting your career, EY values building relationships with our people and their families. You will also have the opportunity to engage in outreach activities as part of our corporate responsibility initiatives, along with the flexible working needed to make them a reality.



EY Ripples

EY Ripples is our corporate responsibility program that applies the knowledge, skills and experience of EY professionals to build a better working world.

It contributes to achieving our Sustainable Development Goals and aims to positively impact the lives of 1 billion people by 2030.

We are rapidly expanding EY action in three focus areas and about 2,000 members have participated in the program at EY Japan.

- (1) Supporting the next generation workforce
- (2) Working with impact entrepreneurs
- (3) Accelerating environmental sustainability



Social Events

From sports events to kickoff events and knowledge-sharing meetings with invited professionals, you will have many opportunities to get to know the people around you beyond the scope of everyday work.

▶ Club activities

EY Japan has more than 40 clubs for all kinds of activities.

Everyone at EY Japan can join and interact with colleagues across the organization.

▶ Online exercise classes

We began these online exercise classes in May 2020 to increase our physical activity when working at home and to promote communication among our people. This is a popular event which has included our EY Japan para and deaf athletes. It has also helped to improve the well-being of our people.



EY Family Day

Why not thank your family for everything they do by bringing them to an EY Japan Family Day?

With thousands of attendees each year, the Family Day allows our people to help their family learn more about EY Japan, including an office tour and a chance to be a trainee accountant. We decorate our offices with balloon art and other fun items to show our appreciation to the families who support our people every day.

*Picture from 2019 event

Diversity, Equity & Inclusiveness (DE&I)

As a professional firm, EY Japan values each and every one of the people we work with.

EY Japan brings equity into the heart of Diversity, Equity and Inclusiveness (DE&I) advancement in order to create an inclusive environment and provide our members with the support and growth opportunities which match their circumstances.

We consider diversity and inclusion in the first person and foster a culture where members put equity into practice.

Gender

As we build a vibrant and diverse organization, we are implementing measures for greater gender equality, such as increasing the percentage of management positions held by women and promoting ways for men to balance work and family commitments.

As of 30 June 2021, women held 35% of all positions at EY Japan.

Multi culture

EY Japan aims to create a professional culture where learning about each other drives positive changes to improve our people's performance and enrich their lives. We hold social events to facilitate mutual understanding and getting to know colleagues from diverse backgrounds and cultures who speak other languages.

LGBT+

EY Japan aims to create an environment where LGBT+ employees can work in a comfortable setting free of prejudice. We continue to go above and beyond our legal obligations, establishing policies to prevent discrimination and providing same-sex partners with benefits comparable to those of spouses. We actively participate in events such as Tokyo Rainbow Pride and support Unity Japan, the EY volunteer resource group for our LGBT+ people and allies.

Diverse abilities

We are pushing forward with initiatives to improve our workplace environment: our offices are based on universal design concepts and we provide even more support by leveraging technology. One of the founders of EY, Arthur Young, was a lawyer and CPA. He was deaf with low vision but started his own business and elevated the role of an accountant as a profession.

PRIDE Index

Received the Gold award for **6** consecutive years.*

Received Rainbow award for **2** consecutive years.



PRIDE Index: An indicator of how companies have implemented initiatives to promote LGBT+ inclusion in the workplace, created by work with Pride
*Since 2017, EY Japan has received its fifth consecutive Gold award, and EY Japan Tax received the award in 2016.

ACE Award

Won two awards in Individual and Environment Creation categories



Sponsored by Accessibility Consortium of Enterprises (ACE)



Voices from our people

Assurance

Audit / Assurance

Using market-leading advanced data analytic tools, EY Assurance services look beyond the obvious to delve deeper into the underlying patterns and trends—to help provide powerful business insight to assist with defining a company’s financial performance and position. By helping organizations and their investors understand their company’s financial health, they are able to provide a true and fair picture of their business.

EY has an abundance of opportunities for you to learn and grow



“

EY has an abundance of opportunities for you to learn and grow. We offer programs such as EY Badges and EY Tech MBA, which you can use to study various technology-related topics free of charge. We are also developing tools that leverage AI, and training digital professionals who can provide value to our clients through technology. We want to work with people who are looking to put their technological knowledge into practice and further enhance their expertise.

M. Ikeyama

Senior Manager, Innovation Strategy Department,
3rd Business Division and Assurance Innovation Lab
Ernst & Young ShinNihon LLC



Experience a day in the life of an Assurance graduate

<https://youtu.be/ktD3LGs5QhY>



A launch pad for your career

The broad business perspective you’ll develop in Assurance will serve as a foundation for any business career.

You’ll develop a deep understanding of the inner workings of business and draw on your accounting knowledge to help solve complex challenges.

With your advice, clients will be able to make informed decisions about environmental policies, governance and fraud.



Join EY Assurance services and you may work in:

- ▶ Audit
- ▶ Growing Enterprise Support
- ▶ Financial Accounting Advisory Services
- ▶ Forensic & Integrity Services
- ▶ Climate Change and Sustainability Services

Consulting

In an unpredictable, uncertain business world of relentless disruption, EY Consulting services help organizations solve big, complex issues and capitalize on opportunities to help provide better working outcomes that grow, optimize and protect businesses, now and in the future.

EY is a place where we respect the uniqueness of each individual while placing cooperation at the center of our organizational culture.



“

Since joining EY, I have had countless opportunities to meet people with diverse backgrounds, because of their nationality, LGBT status, expertise or lifestyle. EY fosters a culture that embraces diversity, something that ensures a comfortable working environment for someone like me who is not Japanese. EY is a place where we respect the uniqueness of each individual while nevertheless placing cooperation at the center of our organizational culture. I enjoy working where we can voice our opinions freely and learn to look at things from different perspectives in a discussion-friendly environment.

J. Lee

Senior Consultant, Technology Transformation
EY Strategy and Consulting Co., Ltd.

Step into the shoes of the Consulting team

[EYSC Blog | Employment opportunities | EY Strategy and Consulting Co., Ltd. \(EYSC\)](#)



Turn strategy into reality

When you work in Consulting, you'll help your clients transform their businesses by helping them see new opportunities, respond to change and find smarter ways of operating. Standing still is not an option when you're serving clients who demand innovative approaches to solve big, complex issues, such as innovation, transformation, digital, cybersecurity, analytics and more. Your experiences will be wide and varied, with early responsibility to develop innovative solutions.

Join EY Consulting services and you may work in:

- ▶ Sector
- ▶ Cross Sector
- ▶ Strategy and Transformation
- ▶ M&A (Transaction and Corporate Finance)
- ▶ Risk
- ▶ Technology
- ▶ People

Strategy and Transactions

EY Strategy and Transactions helps businesses and government bodies make big decisions on how best to raise, invest, help optimize, and preserve their capital. Do they need to buy a company or merge with a competitor? Should they sell an underperforming business? Do they have the right business model?

A culture where diversity is recognized and respected



“

One of the best things about EY is the strong, deep-rooted culture of teamwork that enables us to work together to resolve issues for clients while pushing each other to new heights. At EY, we have a culture where diversity is recognized and respected, bringing together employees of various backgrounds, nationalities and ages. I look forward to meeting all of you and working together to create an even better EY.

A. Nakahara

Senior Consultant,
Transaction Strategy and Execution (TSE)
EY Strategy and Consulting Co., Ltd.



Step into the shoes of the Strategy and Transactions team

<https://youtu.be/XLakAII7Lk0>



Guide clients in making critical decisions

You'll get involved in highly strategic projects, helping large and small companies grow from strategy to execution.

This kind of exposure will help you to become a well-rounded corporate finance professional in no time. You'll see first-hand how important transactions are conceived, crafted and negotiated.

In the process, you'll develop valuable communication and presentation skills, gaining you a reputation as a trusted business advisor – by people on both sides of the transaction.

Join EY Strategy and Transactions services and you may work in:

- ▶ Strategy and Transformation
- ▶ M&A (Transaction and Corporate Finance)

Tax

EY Tax teams develop strategies for clients to help manage their tax position in a complex, global world. By helping clients meet their obligations, the Tax teams are helping them grow their business profitably but also supporting the government and the communities in which they operate.

Your own career progression also benefits EY

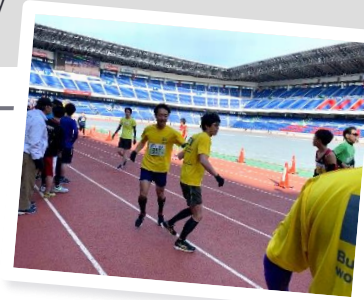


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At EY, there's wide and strong support for the idea that individual career progression also benefits the company. The work environment empowers us to take on new challenges, including secondments in Japan and opportunities for international mobility. I look forward to working with people who want to be active on the world stage and be part of a cross-border team.

Y. Umemoto

Senior Manager, Transfer Pricing Advisory
Ernst & Young Tax Co.



See inside the world of a
Tax graduate
<https://youtu.be/36P99Sk3Wal>

Become a powerhouse business consultant

You will be surrounded by talented teams and individuals who will prepare you to be a global advisor. From day one, you'll be equipped with the skills and confidence to advise organizations from different industries across any business issue.

Together with the technical tax training and development provided to you, you'll build a formidable bank of knowledge and skills to accelerate your career growth.

Join EY Tax services and you may work in:

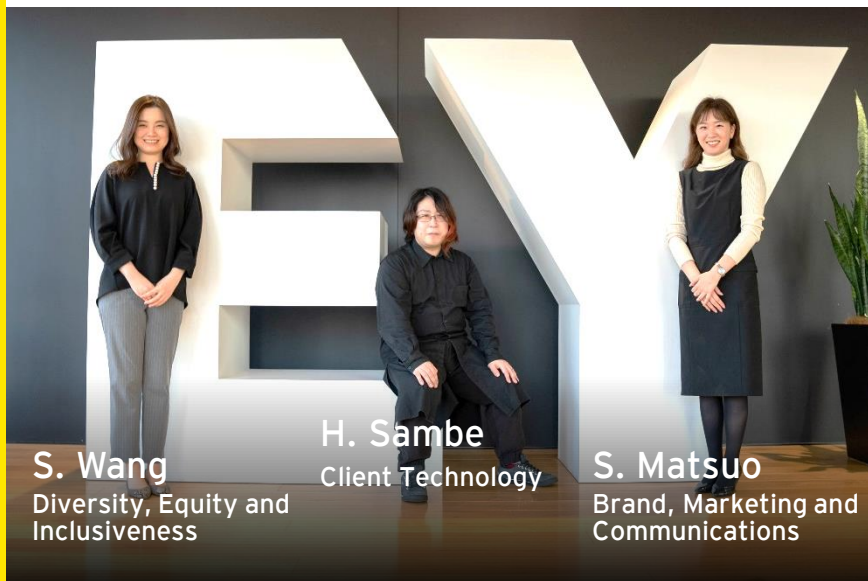
- ▶ Business Tax Advisory Services and Tax Compliance
- ▶ International Tax Planning and M&A/Restructuring
- ▶ Indirect Tax Strategy
- ▶ Global Human Resource Management

Core Business Service (CBS)

Core Business Services (CBS) groups our professionals who serve administrative and support functions.

They play critical roles in business management such as enterprise support services, finance, supply chain services, IT, communications, branding, marketing, talent, and risk management. CBS professionals collaborate with each of EY Japan's service lines and also work hand-in-hand with EY member firms overseas, contributing to the further development of EY.

CBS supports EY with cross-functional collaboration and new ideas



“

We have diverse opportunities to collaborate across service lines and the people who work here really enjoy this environment and creating new ideas. Would you like to work with us to contribute to society and make EY a better organization? We look forward to receiving your application.

Leveraging professional skills for business management

CBS members contribute to the growth of EY by leveraging their diverse talent, skills, extensive experience and technical expertise to improve the delivery and quality of EY's services in Japan.

As the business experts in our organization, our people make the most of technologies such as RPA and AI to deliver cutting-edge workstyles.

Join CBS team and you may work in:

- ▶ BMC/Brand, Marketing and Communications
- ▶ Executive Management Staff
- ▶ Enterprise Support Services
- ▶ Finance
- ▶ General Counsel's Office
- ▶ Information Technology
- ▶ Markets
- ▶ Risk Management
- ▶ Supply Chain Services
- ▶ Talent (people operations)



Watch this video to meet some of our CBS people.
<https://youtu.be/IEk1zhALFjo>

EY Japan Uchu Tomita, EY Japan para-athlete

EY's purpose was the key reason for joining the firm



“

I chose EY because I don't want to be just a swimmer. I want to play a role in delivering a message to society, to always take action which has a positive impact. EY's purpose of Building a better working world was a key reason for joining the firm. It resonated with me and matched my beliefs so I decided to join EY. I want to work with flexible people who are hungry for change. We can help each other to achieve this purpose.

U. Tomita

EY Japan para-athlete

Uchu Tomita

He started swimming at the age of three but developed retinitis pigmentosa, which causes progressive loss of vision, when he was in his second year of high school.

Although he left competitive swimming at one point, he started para swimming in 2012 after graduating from Nihon University. He made his debut in international competition in 2015.

In 2017, he broke the Asian record in his specialty, 400-meter freestyle. Uchu won two silver medals and one bronze medal at the Tokyo 2020 Paralympics.

Uchu joined EY Japan in 2015. In addition to his role as an EY Japan para-athlete, he is also continuing his research into coaching at the Graduate School at Nippon Sport Science University.



Interview: Para athlete and CPA discuss what makes true professionals
https://www.ey.com/ja_jp/careers/a-para-athlete-and-an-accountant-talk-on-their-professionalism

Athlete and CPA discuss professionalism



Masayuki Tada (Photo: Right)

Division 2 partner, Ernst & Young ShinNihon LLC
He is working to integrate business and sports

(Tada) Our management strategies are driven by EY's purpose of *Building a better working world*, and are powered by the dynamism of constructive conflict and collaboration gained when we embrace our diverse and individual identities.

Tomita-san and the other EY athletes play a leading role in helping us to reshape our values.

*Follow the link to read the article.

Recruitment



Can you see yourself working at EY?

We're always looking for new people to help us build a better working world. At EY, we can provide the support you need to bring out the best in yourself.

Click on the links below to find out more about the fields that interest you. We look forward to receiving your application.

[Assurance](#) | [Consulting](#) | [Strategy and Transactions](#) | [Tax](#) | [CBS](#)



**The exceptional EY experience.
It's yours to build.**

You can build a better working world.

EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

About EY Japan

EY Japan refers to the member firms of EY in Japan. EY Japan includes Ernst & Young ShinNihon LLC, Ernst & Young Tax Co. and EY Strategy and Consulting Co., Ltd. Each of these firms is a separate legal entity. For more information, please visit ey.com/en_jp.

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ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, or other professional advice. Please refer to your advisors for specific advice.

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