



LIFE IS FOR SHARING.

Telekom CR-facts

**"Start up!": Our trainee program for young technology enthusiasts and new thinkers**

**START UP!**

Trainees at

Our Start up! trainee program above all targets graduates with an interest in

Technology and IT who are motivated to shape the world of tomorrow with an entrepreneurial spirit and open to new challenges. With the aim to reach talented candidates outside of Germany, the application process has been held in English since 2017. As a result, we have been able to increase the share of international participants in 2021: 41 percent of trainees come from different countries around the globe. In the reporting period, a total of 39 BA/MA graduates embarked on the trainee program, 49 percent of whom were women.

During a period lasting around 18 months, trainees familiarize themselves with different areas of the company in Germany and abroad. They take on challenging project assignments in various business areas. The trainees are supported by experienced managers. The program is supplemented by innovative training formats and events. In addition, our Start up! trainees also pursue their own initiatives including social and sustainability projects within the context of the Magenta Friday (project day).

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