

PwC Finland's Advisory Trainee





Trainee positions in our Deals and Consulting teams

Are you interested in building a career in the field of M&A or Management Consulting? Every year we provide several positions in our different Deals and Consulting teams for talented young professionals ready to launch their careers.

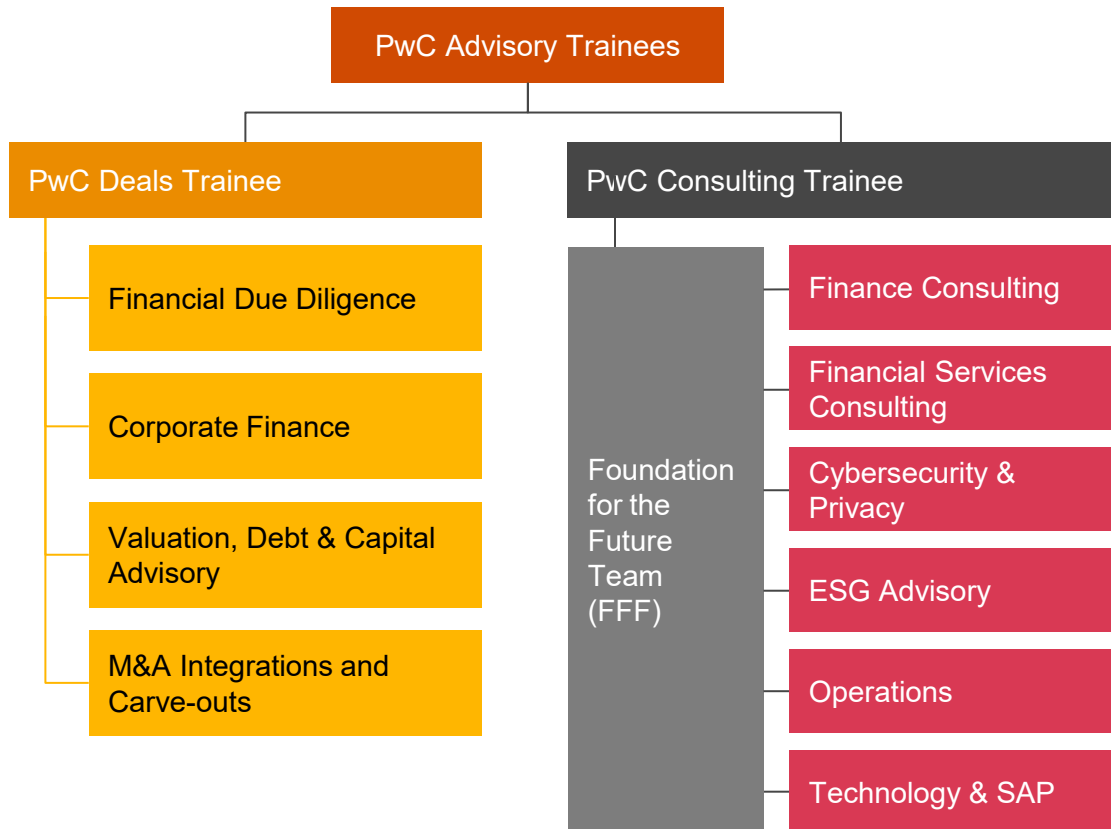
We are now looking for Trainees to both our Deals and Consulting⁽¹⁾ lines of services. Within these services, we have several specialized teams offering various opportunities, and Trainee positions are available in all of them. You can find more information about the teams and the trainee positions available on the following pages.

With the same application you can apply to several teams, however, please indicate clearly the ones you're primarily interested in. By reading through the following pages, you will gain a better understanding of the positions available and the competencies the teams are looking for. All applications will be read by both Deals and Consulting recruitment teams, and your preferences will not exclude you from other (sub)teams' recruitment process unless you specifically wish so.

The application period for this opportunity is from 26th August to 15th September. The initial stage of the recruitment process involves participating in the Advisory Day, which will take place on 25th of September, starting at 14:00. During this session, you will have the chance to familiarize yourself with our services, meet our team members, and ask any questions in a relaxed environment. The day will also include a group case study. The official activities will be followed by an evening gathering at a restaurant where dinner will be served.

(1) In Consulting, we're also looking for Associates to join us full-time in permanent positions.

Being part of PwC Advisory



Working as a Trainee in PwC Deals or Consulting will offer you:

- A team with strong expertise, varying backgrounds and experiences to learn from
- Practical, hands-on work experience
- Opportunity to interact with clients and the global network
- Competitive compensation, benefits and opportunity to participate in various social events



Deals Trainee

The PwC Deals practice focuses on mergers, acquisitions, divestitures and capital market transactions. Originating deals, creating deals, executing deals and realising results from deals is what we do everyday. In addition, we advise our clients through challenging times, such as financial distress. To find more about our four Deals focus teams, jump on to the following pages.

We are looking for enthusiastic and driven Deals Trainees to join us for 3-4 months internships

We are looking for young professionals with drive to join us for internships primarily spring 2025. As a PwC Deals Trainee, you will join one of the Deals subteams and work with various assignments as a full member of the team from day one.

To prosper, you ideally:

- Have genuine interest towards business and delivery of high quality financial advisory
- Are an analytical thinker with an open mind and ability to learn quickly
- Are comfortable with working both independently and in teams
- Have strong interpersonal and communication skills, both verbal and written
- Are currently pursuing an academic degree within the field of Business, Economics or STEM (Science, Technology, Engineering and Mathematics), or other relevant area
- Are currently within 3rd-5th year of your studies
- Are fluent in English, fluency in Finnish and/or Swedish is considered as an advantage.

Relevant earlier work experience, such as experience in M&A transaction advisory, private equity sector, management consultancy, business development, audit or working as a controller in a finance department is considered as an advantage but is not a prerequisite.

The duration and starting dates of traineeships will be agreed personally with each individual selected. Most trainee positions now available will take place in spring 2025.

Transaction Services, Financial Due Diligence (“FDD”)

At Transaction Services we help companies make acquisitions, divestitures and strategic alliances, and to access the global capital markets. In each case we have the same overriding objective: to ensure clients maximise the return on their deal.

Our team of ~40 dedicated FDD professionals is based in Helsinki and works with clients ranging from listed corporations to private equity companies and family-owned businesses. We are involved in most of the large M&A transactions that take place in the Finnish market.

Our main service offering consists of buy and sell side financial due diligence, but we also offer other types of services, such as IPO due diligence, working capital reviews, Vendor Assistance services and Independent Business Reviews for creditors. In FDD projects, we analyse financial information to gain an understanding of the target business and to provide our clients information on key issues impacting the contemplated deal. In most projects we analyse net debt, net working capital and recurring EBITDA to assist our clients in their valuation of the target company. Our work typically also includes analysis of the drivers behind sales and margin development as well as analyses on cash flows, forecasts and company-specific accounting topics.

As a Deals Trainee in FDD, you will typically get to:

- Participate in hands-on project work in teams of 2–5 FDD professionals
- Conduct financial analysis in Excel, Power BI and Alteryx
- Prepare for and attend interviews with management
- Assist in drafting reports and recommendations to clients

Corporate Finance

Measured by deal volume, PwC is the leading Corporate Finance advisor in Finland, across Nordics and Globally⁽¹⁾. In Finland, we are based in Helsinki and our team comprises over 40 dedicated professionals of which around 25 are based in Helsinki.

The Corporate Finance team acts as the lead financial adviser in M&A deals. We take the overall project responsibility for the transaction. We prepare process documentation and valuation, advice on tactics, manage communication with counterparties, support in transaction negotiations and decision making and co-ordinate the process and other advisors' work. We also assist with evaluation of synergies, providing comments on due diligence reports commissioned, transaction financing and selecting the optimal purchase price. Our clientele ranges from corporations to private equities and family-owned businesses.

As a Deals Trainee in Corporate Finance, you will typically get to:

- Prepare both project and pitch material
- Conduct target company information gathering and analysis
- Conduct target company competitive landscape and market analysis
- Conduct valuations and financial modeling
- Attend and present your work in both internal and client meetings.

Valuation, Debt & Capital Advisory

Valuation, Debt and Capital Advisory is the largest and leading independent Debt Advisor in Finland. The Finnish team consists of ~20 dedicated professionals in Helsinki.

Valuation, Debt & Capital Advisory provides extensive support in creating funding strategies both for companies and when establishing new investment products, such as funds, as well as support related to different types of debt and capital assignments. We conduct, among other things, various valuation assignments, debt structure analysis, financing strategies, and tendering debt arrangements. Our clientele ranges from corporations to private equities and family-owned businesses.

As a Deals Trainee in Valuation, Debt & Capital Advisory team, you will typically get to:

- Prepare both project and pitch material
- Conduct target company information gathering and analysis
- Conduct target company competitive landscape and market analysis
- Conduct valuations and financial modeling
- Attend and present your work in both internal and client meetings

(1) Source: Mergermarket, 1/2018-12/203

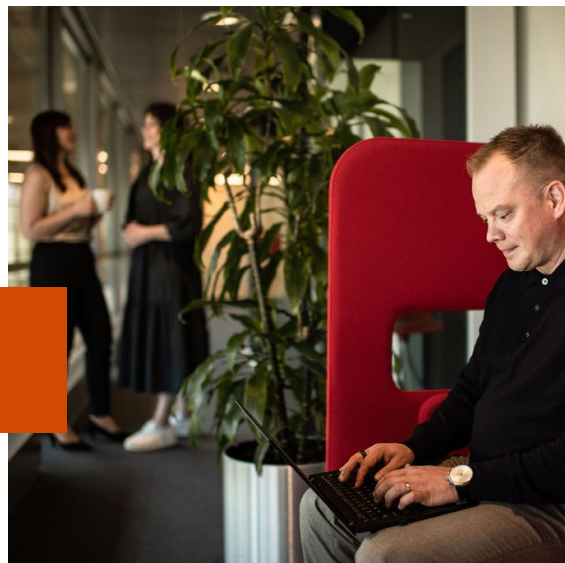
M&A Integrations and Carve-outs

We implement our clients M&A strategies, extending from defining strategies to plan execution. Our experienced team in Finland comprises of 17 individuals with diverse educational backgrounds and knowledge.

Our work entails identifying the drivers of value creation and ensuring that it is captured in the pre-deal phase (strategy) as well as in the post-deal phase (implementation) of acquisitions or divestitures. Our client's range across various industries and countries, necessitating international collaboration. We assist our clients in strategic, financial, and operational questions whilst leading them through complex deal processes and coordinating with multiple stakeholder groups. Our engagements range from carve-out design, synergy assessments, and due diligence to integration planning, integration/ separation program management and value capture. An internship within our team offers a unique role in mergers & acquisitions and strategy consulting, with the possibility to be involved throughout the life-span of a deal from strategic planning to actual implementation.

As a Deals Trainee in M&A Integrations and Carve-outs team, you will typically get to:

- Gain practical project experience and exposure to client engagements in various stages of the deal cycle
- Collaborate with other PwC teams in Finland and globally
- Prepare client materials, analyses, valuations and participate in client meetings
- Prepare pitches, discussion papers and other materials to help win engagements
- Participate in other work such as developing our service offering and other ad hoc tasks



Consulting Trainee / Associate

At PwC Management Consulting, our daily purpose is to create value for our customers by helping them solve the most critical issues on their agenda. Our clients are mostly Finnish listed companies and PE companies acting across different industries. We provide our customers with business analysis from a strategic point of view, and also assist them implementing changes.

We are now looking for enthusiastic and driven young professionals both as Trainees and full-time Associates to join our 'Foundation for the Future' team starting in spring 2025.

As a member of our talented junior team, you will work as a full team member on client projects (typically 3–5 projects per year) related to any of our competence teams (details on the following pages). You can demonstrate interest in one or many of them – the junior team offers you an opportunity to explore new things and rapidly develop your skills in business development at the beginning of your consulting career.

To prosper, you ideally:

- Are going to graduate within ~6–12 months, or have already graduated (you have a possibility to work full-time and continue permanently after the Trainee period)
- Have or are pursuing an academic degree e.g., in the field of Business, Economics, STEM (Science, Technology, Engineering, and Mathematics) or other relevant field
- Have competences in logical thinking, understanding of business, passion to learn new things and bring new ideas to the table
- Are fluent in English, fluency in Finnish and/or Swedish is considered as an advantage
- Have relevant earlier work experience, such as experience in consulting, other advisory, business operations, or business development (considered as an advantage but is not a prerequisite)

As a Consulting Trainee, you will typically get to:

- Work on different client projects
- Participate and contribute to client meetings
- Actively solve client problems and contribute by bringing own solutions and ideas
- Prepare client materials (final reports, workshop materials, status reports, etc.)
- Participate in sales projects (e.g., by preparing proposal materials)
- Conduct data, process, and business analysis
- Support in project and/or program management
- In addition, typically young consultants will get responsibility on some specified business development topic within Consulting

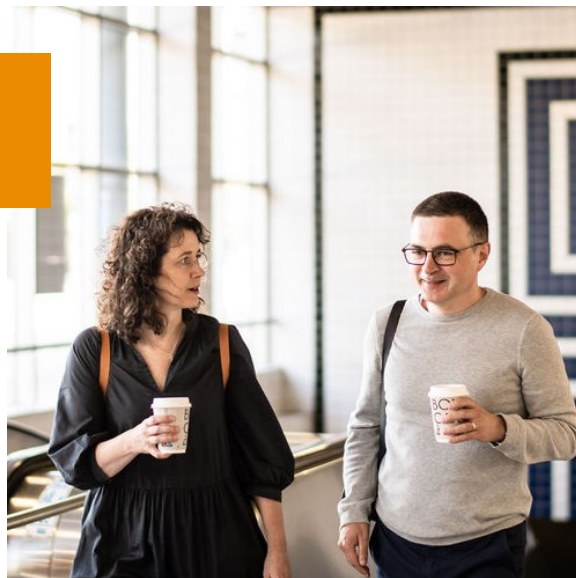
The starting dates will take place in spring 2025. Detailed dates will be agreed personally with each individual selected.

Finance Consulting

Our Finance Consulting team members provide insightful consulting services, such as finance function's strategy and operating model development, improving of financial steering, and create data driven solutions to key issues on CFO's agenda. We are a team of ~25 professionals with varying backgrounds based in Helsinki, providing services to clients both domestically and globally.

We show our clients how to improve their performance, optimise their processes and prepare their company to meet all the challenges of the future. In finance transformation projects we evaluate and develop the finance strategy and target operating model which can include an assessment of shared services and outsourcing possibilities, but also improving the client's business finance capabilities.

We also have experts in end-to-end process transformations who ensure that our clients' processes are up-to-par with the industry benchmarks and use the modern technologies such as process analytics, automation and process management. We often work together with our Deals colleagues in finance integration and post-deal development projects. Our work is not only limited to finance, and team members can also work in other large business operation development projects.



Financial Services Consulting

Our experts in Financial Services Consulting team advise all the major financial services companies in navigating regulatory change, risk management, compliance, risk modelling, operational and digital transformation related topics. We collaborate closely across our global network, including developing client offerings with PwC's strategic alliance partners such as Microsoft, Google, Salesforce and Guidewire. We are comprised of two competence teams:

Risk & regulatory transformation: We focus on advising our clients on regulatory, compliance, and risk management issues. We specialise in operational improvement driven by regulatory requirements and risk management initiatives, and typically assist our clients with assessing the impact of regulatory requirements on their business, developing efficient and effective strategies and solutions to meet those requirements, and help in implementation of operational and technical changes. Examples of themes we work on include Resolution Planning, risk and control assessments, ESG topics, supervisory oversight, and M&A. Additionally, we focus on driving business transformation and digitalisation of capabilities, processes through collaboration with PwC's strategic alliances.

Risk Modelling: We focus on credit risk modelling for banks, actuarial modeling for audit, valuation and insurance risk analysis, balance sheet risk and income statement risk analysis, capital adequacy and solvency analysis and assessments. Project examples include insurance claim size assessments, hedging interest rate risk within Solvency II, M&A, assessment of Solvency Capital Requirement and IFRS 17 implementation.

Cybersecurity and Privacy Consulting

Our Cybersecurity and Privacy Consulting team provides expertise in information security management, technical cybersecurity and OT security. All our services aim to improve clients' cybersecurity capabilities, help to understand the underlying threats and vulnerabilities and increase the value of the company. We are a Helsinki-based team of ~10 professionals with varying backgrounds.

We help our clients with a variety of cybersecurity and privacy related issues. Our core competence areas are information security management, technical cybersecurity and OT security. Our work in information security management includes information security management systems, business continuity, cybersecurity in M&A and cloud security. We offer different services from these areas depending on the customer needs, for example, we help our clients to achieve the ISO/IEC 27001 certification readiness.

Our technical cybersecurity offering includes, for example, red teaming, analysis of external attack surface, penetration testing, threat management, and development of defense methods. Our technical cybersecurity services allow simulating real-life cyber attacks in client companies. OT security offering includes threat and risk analysis for production environment, technical security testing of production systems, technical audit of the production facility, supply chain security, IEC 62443 maturity assessment and certification readiness, BIA and continuity planning, as well as concepts and reference architecture for production facilities.

ESG Advisory

Our experts in ESG Advisory work on exciting and topical projects related to ESG Strategy, Net Zero Transformation, ESG Data & Automation, and ESG in Deals. Our ESG consultants collaborate closely with other experts across PwC Finland and the global PwC network to deliver high quality projects for our client's top management. Our rapidly growing team of ~15 professionals has varying backgrounds and expertise in both broad business-relevant implications of ESG as well as technical ESG subject matter.

At PwC, our ambition is to build trust in the climate transition and help our clients create sustainable value to meet Environmental, Social, and Governance (ESG) goals. We do this by helping our clients transform sustainably, developing and implementing strategies for the future while supporting their people through the transition, and building credible and compliant reporting capabilities. Working in ESG Advisory, you will maximise opportunities to change and create value for our clients and our communities.

A few recent client cases of ours include ESG strategy for a building materials company, circular business model development for a food & beverage company, and decarbonisation roadmap for an industrial manufacturing company.

In ESG Advisory projects, experience or knowledge in ESG strategy, decarbonisation, ESG data/technologies or ESG framework(s) such as SBTi, GHG Protocol, EU Taxonomy or SFDR is considered an advantage.

Operations Consulting

Operations Consulting services cover the entire company's value chain, enabling competitive advantage through operational excellence. Our Helsinki-based team consists of ~30 dedicated consultants with a wide range of expertise.

Our team assists our clients to modernise and improve key functions in the value chain. With proven solutions and methods, we have helped numerous clients in effective strategy implementation and building capabilities that promote growth and improve operational efficiency. Our tailored service offerings are designed to tackle organisations' various challenges related to efficient operating model, connected supply chain, intelligent procurement, competitive manufacturing, solutions to create, attract and retain customers, as well as change management. Examples of our projects include strategic supplier selection, factory capacity increase, sales model transformation, supply chain network & operations optimisation, and company operating model restructuring.

To guide clients on the road to transformation, our change management professionals bring in their expertise in such topics as change impact assessment, stakeholder management, change leadership and providing stakeholders with knowledge and skills to work in the new environment.



Technology and SAP Consulting

At Technology and SAP Consulting services we provide our clients advisory on technology related topics. We are a team of ~25 professionals based in Helsinki. Our goal and vision is to work with Finland's top companies and help them solve their most critical challenges within the space of digitalisation. Join us as we help our clients realise their digital strategies and prepare them to win in a connected and data driven world.

Our team consists of three smaller competence teams including Technology Strategy-, SAP- and Data Analytics consulting. Our technology strategy consultants help our clients to design and manage their complex technology environments and realise their digital strategies. We support topics such as enterprise architecture, digital capability development, IT project management, IT operating model design, and vendor and system selection.

Our SAP experts excel in leading top class technology implementations like SAP and help companies in designing their required digital and technology capabilities and capture benefits. We guide customers through every phase of their SAP S/4HANA journey, from planning the roadmap to supporting the implementation project from a business and system perspective. Our data analytics experts support data strategies, data governance and information enabled operating models. Data & Analytics is a fast-growing area and we help our clients in areas like data visualisation and dashboard development, advanced analytics, AI strategy and roadmap development, IT transformation, and support our clients with operationalisation of advanced analytics and AI solutions.



PwC's purpose is to build trust in society and solve important problems. We help companies to improve their efficiency, promote growth and sustainability, and report reliably in a constantly changing environment. In Finland, we have 1,350 experts working around the country. Our services include consulting, deals, tax, legal, risk assurance, audit and other assurance services. More information: www.pwc.fi/en.

PwC operates in 151 countries and employs nearly 360,000 experts worldwide. PwC refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity. Please see www.pwc.com/structure for further details.