



PwC NextGen 2023

Connect. Learn. Lead.



Unlocking your potential as a visionary leader,
responsible shareholder, beneficiary, or competent
board member of your family enterprise

www.pwc.com/nextgen





Trust for a
transforming
generation

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“PwC NextGen is a transformational journey with the most diverse group of inspiring NextGens that you will consider amongst some of your best friends.”

Stasshani Jajawardena,
Director Stassen Group of
Companies, Executive Director
Aitken Spence PLC, Sri Lanka

Introduction

Today, businesses and individuals face the challenge of responding to multiple crises in a fast-evolving environment. The rapid changes currently underway bring profound implications for family enterprises – and most of all for you, as a NextGen leader. Why? Because both incumbent- and next-generation members must manage continuous change while maintaining a consistent presence to retain stakeholders' trust. But as a NextGen leader, you will have to balance these conflicting priorities for many years to come. As you set out on your lifelong journey of leadership discovery, the key question for you as an entrepreneur is this: How can you act as a responsible steward of your family legacy while also being catalyst for much-needed change? The answer touches on all of your potential roles in the family enterprise, whether as responsible shareholder, competent board member or visionary leader. It also has major implications for your skills, education and succession path.

Trust for a transforming generation

The capabilities and strategies that drive business success are changing. Our 2022 Global NextGen Survey reveals that 72% of your peers expect to play a role in increasing their family enterprise's focus on investing in sustainability in the future. This – alongside other emerging challenges – will demand new skills, qualifications and approaches.

To help you meet this need, PwC NextGen is here to encourage you to think beyond the traditional MBA, by providing you with an exclusive and inclusive strategic network and a broad range of multidisciplinary learning opportunities through Connect. Learn. Lead. Our 2023 NextGen offerings are outlined in this brochure. Join us this year to explore the tactics, tools and processes that can make the difference between faltering and flourishing in times of difficulty and disruption. Together we will master the common threads – including the ability to earn and maintain trust – that define those companies that are able to build resilience and emerge stronger from a crisis.

Do you consider yourself a member of a transforming generation? Then I look forward to meeting you in person – and to all the things we will accomplish together this year!



A stylized, handwritten signature in white ink, appearing to read 'PE'.

Peter Englisch
Global Family Business and
EMEA Entrepreneurial and
Private Business Leader, Partner,
PwC Germany

Connect. Learn. Lead.

Welcome to PwC's unique and holistic development concept, specifically designed to help you – as a young entrepreneur or new leader in your family enterprise – to gain access to new thinking and global networks.

We know that when it comes to your family business, it's never just about business. It's personal. Whether the company bears your name or not, leading it is both a privilege and a responsibility. The likelihood is that you are a capable, committed and ambitious agent of change for the digital world. However, leading teams and family members while staying firmly in control is not easy, especially in times of crisis or generational and business transition.



Connect.

PwC NextGen Network

Connecting the leaders of tomorrow

Are you a leader, shareholder, beneficiary or board member in a family enterprise, aged between 16 and 39, and eager to prepare for individual and business growth? Then become part of PwC's NextGen Network, and join our community of solvers interacting, innovating and collaborating in person in a trusted environment with peers, iconic family business leaders, business practitioners and academics. With PwC NextGen Gateway – our complimentary human-led, tech-

empowered platform – you can even connect online in an authentic and personal way. As a member, you will gain access to exclusive insights on demand as well as guidance on today's hottest topics and most pressing individual challenges.

pwc.com/nextgen/network





Learn.

PwC NextGen Education
Developing the leaders of tomorrow

Entrepreneurship is a mindset – meaning it goes beyond what is taught in a classroom. This is why our multidisciplinary training offerings – either in-person or live online – are geared toward experiential learning, inspiration and personal development. You can learn at first-hand from renowned academics and business practitioners in a safe environment, with the number of participants limited to 24 to maximize the impact for you. Every year we devise a unique calendar covering a wide range of topics in some of the world's most exciting locations.

pwc.com/nextgen/education

- Leader Academy
- Accelerator Academy

Customized NextGen development



Lead.

PwC NextGen Leader Insights
Inspiring the leaders of tomorrow

Our unique NextGen Leader Insights offering is designed to support your personal and business growth agenda, and includes thought leadership, mentoring and customized development programs. From family membership dynamics to business roles and talent, our owner strategy development process will take you on a journey to learn, reflect or even rethink the cornerstones of your family or own business.

Together we will work out an actionable, personalized approach which will allow you as a new leader to strengthen and customize your growth path at an individual and business level.

pwc.com/nextgen/leader

Academy Alumni Reunion

Global NextGen Roundtable

Global NextGen Survey

Owner's Agenda

Owner Strategy Development

Leader Academy

7–11 August 2023

Columbia Business School, New York, United States



Learn how to lead!

Are you a member of a business-owning family, aged between 26 and 39, and eager to make your mark as a visionary leader? Then join us for this exclusive training event in New York City to co-develop an individualized five-step action plan to power your leadership and business forward.

Together we will work out how you can act as a responsible steward of the family legacy while also being a catalyst for much-needed change. The event will provide you with powerful insights relating to all of your potential roles in the family enterprise, whether as responsible shareholder, competent board member or visionary leader. It will also have major implications for your skills, education, and succession path.

During the course of the Leader Academy week, you'll gain access to leading academics and business professionals who are dedicated to helping you manage ownership and growth to build trust, earn your license to operate and strengthen your family business's future. By reflecting on your personal and business aspirations with the group, you will gain new and inspiring insights that will encourage you to formulate a vision and commit to next steps by the end of the program week. Together we'll embrace an interactive learning experience that encompasses a 360° assessment, a personal and business presentation, and the introduction of new concepts and frameworks that are brought to life through immediate application and discussion via group exercises, simulations, and real-life case examples.



New York

If you haven't yet visited the most densely populated major city in the United States, this is your chance. If you have, come again – and see how this most vibrant of cities has been evolving. Located at the southern tip of New York State, the city constitutes the geographical and demographic center of both the Northeast megalopolis and the New York metropolitan area. Booming with diversity, culture, history and innovation, New York radiates an energy that is best experienced in person. From a robust culinary scene to larger-than-life attractions, there's plenty to explore across the five boroughs. However, the majority of our Academy activities will take place in Midtown Manhattan.

"I can absolutely recommend the Leader Academy. It provided me with an opportunity to learn, share and build a network of peers to discuss how we can take on the next chapter of our family businesses."

Jamie Cooper, Canada



Your week in New York

Sunday, 6 August

- Individual arrival
- Optional welcome reception

Monday, 7 August PwC

- Program opening
- The Owner's Agenda
- Personal and business brand presentations
- Managing family business dynamics and governance
- Company visit: Edelman
- Meet and greet with Margot Edelman
- Opening dinner: CUT by Wolfgang Puck

Tuesday, 8 August Columbia

- Trusts and trust – the importance and components of genuine trust in a family
- Forms of ownership
- How to manage your family wealth long into the future
- Leadership, psychology, spending
- Wrap-up
- Campus tour



About Columbia Business School

Columbia Business School is a world-class Ivy League business school that delivers a learning experience in which academic excellence meets real-time exposure to the pulse of global business. Centered in NYC, the global hub of business, Columbia Business School offers its diverse and entrepreneurial students daily access to influential industry leaders. Led by Dean Costis Maglaras, Columbia Business School's renowned faculty members are at the forefront of their fields, producing groundbreaking research across disciplines. And their worldwide alumni network continues to grow and impact change. "At Columbia Business School today, we're celebrating our place at the very center of it all".



Margot Edelman

Deputy General Manager, Edelman,
New York

Edelman is a global communications firm that partners with businesses and organizations to evolve, promote and protect their brands and reputations. 6,000 people in more than 60 offices deliver communication strategies that provide clients with the confidence to lead and to act with certainty, earning the trust of their stakeholders.

Meet Margot Edelman, Deputy General Manager of Edelman's New York office and 3rd-generation member to learn more about her impressive personal and business growth journey, and the company's core values.

Teaching faculty and selected speaker



Patricia Angus

Adjunct Professor of
Business and Finance,
Columbia Business School



Sandra Matz

Associate Professor of
Business and Management,
Columbia Business School



Stephan Meier

Professor of Business,
Chair of Management Division,
Columbia Business School



Shivaram Raigopal

Professor of Accounting and Auditing,
Accounting Division Chair,
Columbia Business School



Bruce Usher

Co-Director of the Tamer Center
for Social Enterprise, Professor of
Professional Practice,
Columbia Business School



Belina Sneddon

Managing Director,
Family Enterprise Advisory Services,
PwC United States

Wednesday, 9 August Columbia

- Group decision making
- Corporate governance mechanisms
- Rights and responsibilities of controlling owners
- Shareholder activism and power
- Executive compensation
- Investing in the era of climate change
- Wrap-up and takeaways

Thursday, 10 August PwC

- Leadership and social style assessment
- Courageous communication training
- Status and confidence workshop
- Impact rehearsal
- Modern wealth culture: alignment of purpose and asset management strategy
- Networking dinner: Bryant Park

Friday, 11 August PwC

- Transformation fair
- Five-step action plan
- Individual action rehearsal
- Certificates
- Future self
- Farewell reception



How you can apply

To request an application form, please reach out to your local PwC contact or email us at de_nextgen@pwc.com. You are eligible to join our Leader Academy if you are a leader, shareholder, beneficiary or board member of your family enterprise, and are aged between 26 and 39. Your application will be accepted on a strictly first-come, first-served basis. To ensure the event is as impactful as possible for you, the number of participants is limited to 24. Program details – including the training curriculum, list of participants, speaker profiles, prework and other logistics – will be shared with you once your participation has been confirmed.

Fees and methods of payment

€6,300 net of tax (VAT) for new applicants
€6,000 net of tax (VAT) for our Global NextGen Network members

The participation fee for the Leader Academy is payable upon receipt of the invoice in spring 2023 and covers:

- Five days of training
- Training materials
- Social style assessment and report
- Daily coffee breaks and lunch, and two dinners
- Excursions
- Progression evaluation
- Program certificate by Columbia Business School and PwC
- Participation in one of our Global NextGen Roundtables and Reunions

Please note that the participation fee does not include accommodation, travel or personal expenses. Moreover, participants are individually responsible for complying with entry requirements for the US, as well as any travel requirements affecting their return journey.

Cancellation fees

60% of the fee is retained by PwC in the case of cancellation by the participant between 12 and 8 weeks before the start of the program. 100% of the fee is retained if cancellation takes place less than 8 weeks before the start date.

Accommodations

We will provide you with a list of hotels within walking distance of the PwC office on Madison Avenue in Midtown Manhattan, which will be our main location for the event. Staying nearby will enable you to make the most of your time after class, and perhaps continue your peer networking in some very sociable environments away from the training facility.





2022 Insights

For last year's Leader Academy we partnered with Sloan School of Management, Massachusetts Institute of Technology (MIT), Cambridge, US. You can see below what your peers are saying about the week. If you want to hear more about the program from a previous participant, please email us at de_nextgen@pwc.com. We will be happy to connect you with one of our Academy alumni in or near your home country.

100%

Program recommendations

96%

Program satisfaction

98%

Program inspiration and motivation

"The training week provided me with great insights which I plan to share and apply to my family and business. I developed a new mindset to help me become the leader my family business needs to lead it into the future."

Braden Chin, Australia

"It was an eye-opening experience to hear everyone's family business background and to interact with everyone from all over the world."

Du Son Chung, South Korea

"A wonderful week with lots of content and networking. The trainers are very engaging and encouraging with strong fundamentals and concepts."

Daniel Halim, Indonesia





Accelerator Academy

28 August–1 September 2023,
INSEAD Business School, Singapore

Learn your business!

Are you a member of a business-owning family, aged between 19 and 26, and a beneficiary or aiming to become either a responsible shareholder, competent board member or visionary leader? Or maybe you are looking to set up your own venture? Whichever of these situations applies, our Accelerator Academy is the place for you.

You have probably already acquired a sound knowledge of your field of study and created a vision of your own future. Having taken these steps successfully, you may now be wondering how to turn a focus on sustainability goals and use of smart technologies into competitive new business models for your family business or own venture. At the Accelerator

Academy we will provide you with an opportunity to build on your individual knowledge, talents and strengths while also learning from legacy family business leaders, unicorn founders, impact investors and other NextGens from around the world. Why should you seize this opportunity? Because while entrepreneurial talent and technical business skills are important, they are not enough on their own. To build on your family business values effectively, you must not only master business challenges but also develop the right interpersonal skills.

During the week, a combination of live case studies, team challenges, a 360° assessment and individual tasks will foster effective cooperation and equip you with new insights to apply to your family business or own venture.



Singapore

Singapore is a sunny, tropical island off the southern tip of the Malay Peninsula. Ideally positioned in South-east Asia, where the rest of the region is just a short hop away, Singapore is a thriving metropolis offering world-class infrastructure, a fully integrated island-wide transport network, a dynamic business environment, vibrant living spaces and a rich culture influenced by its four communities: Chinese, Malay, Indian and Eurasian. Each community which offers a different perspective on life in Singapore in terms of culture, religion, food, language and history.

"It's a great program to work on your personal development, grow your network and learn useful lessons on how to run a (family) business."

Ioannis Maillis, Greece

INSEAD

Your week in Singapore

Sunday, 27 August Campus

- Individual arrival
- Residence check-in
- Welcome reception

Monday, 28 August Campus

- Program opening
- The Owner's Agenda
- Personal and business brand presentations
- Managing family business dynamics and governance: frameworks and tools applied
- Team building activity in Singapore
- Opening dinner

Tuesday, 29 August Campus

- Leadership communication and executive presence
- Body language of authenticity, warmth and competence to build trust with stakeholders
- High impact and diverse teams – how to manage conflict and build psychological safety
- The capstone simulation – filming and debriefing



About INSEAD – The Business School for the World

As one of the world's leading and largest graduate business schools, INSEAD offers participants a truly global educational experience. With locations in Europe (France), Asia (Singapore), the Middle East (Abu Dhabi) and North America (San Francisco) and alliances with top institutions, INSEAD's business education and research spans the globe. 165 renowned faculty members from 42 countries inspire more than 1,500 students in degree and PhD programs. In addition, more than 11,000 executives participate in INSEAD's executive education programs each year.

INSEAD Asia Campus is situated at the corner of Ayer Rajah Avenue and North Buona Vista Road in the Knowledge Hub district of Singapore. The school is conveniently located 15 minutes from the financial district and 30 minutes from Changi Airport.



During the course of the one-week training event, you will have a unique opportunity to meet and even visit some of the most iconic local family business leaders and next-generation members. You will be able to discuss with them how they plan to accelerate the growth of their businesses while also managing family dynamics and responding to multiple fast-evolving crises.

Teaching faculty and selected speakers



Andy J. Yap

Associate Professor of Organizational Behaviour, Academic Director, INSEAD Centre for Organizational Research



Guoli Chen

Professor of Strategy, INSEAD



Kenneth Goh, Ph.D.

Associate Professor of Strategic Management V3 Group Fellow in Family Entrepreneurship Academic Director, Business Families Institute



Ng Siew Quan

Asia Pacific Leader, Entrepreneurial and Private Business, PwC Singapore



Kexin Lim

Tax Partner, Entrepreneurial and Private Business, PwC Singapore



Tristan Whitefield

Advisory Partner, PwC Australia

Wednesday, 30 August Campus

- Business model canvas
- Blue Ocean Strategy to create new market space
- Understand core customers and explore non-customers
- Four-action framework to recreate your family business model

Thursday, 31 August PwC

- Family business trends in Asia and Singapore
- Case study and group discussion
- Local family business visit
- Free time in Singapore
- Exclusive networking dinner with local family business owner and academics

Friday, 1 September Campus

- Leadership and social style assessment
- Dedication and purpose of wealth
- Personal roadmap and family legacy
- Week recap
- Certificates
- Future self
- Farewell reception

Saturday, 2 September Campus

- Individual departure



How you can apply

To request an application form, please reach out to your local PwC contact or email us at de_nextgen@pwc.com. You are eligible to join our Accelerator Academy if you are an entrepreneur or successor in a family business and aged between 19 and 26. Your application will be accepted on a strictly first-come, first-served basis. To ensure the event is as impactful as possible for you, the number of participants is limited to 24. Program details – including the training curriculum, hotel recommendations, list of participants, speaker profiles, prework and other logistics – will be shared with you once your participation has been confirmed.

Fees and methods of payment

€6,300 net of tax (VAT) for new applicants
€6,000 net of tax (VAT) for our Global NextGen Network members

The participation fee for the Accelerator Academy is payable upon receipt of the invoice in spring 2023 and covers:

- Five days of training
- Training materials
- Social style assessment and report
- Six days of single-room on-campus accommodation
- Daily breakfast, coffee breaks and lunch, and two dinners
- Excursions
- Progression evaluation
- Program certificate by INSEAD Business School and PwC
- Participation in one of our Global NextGen Roundtables and Reunions

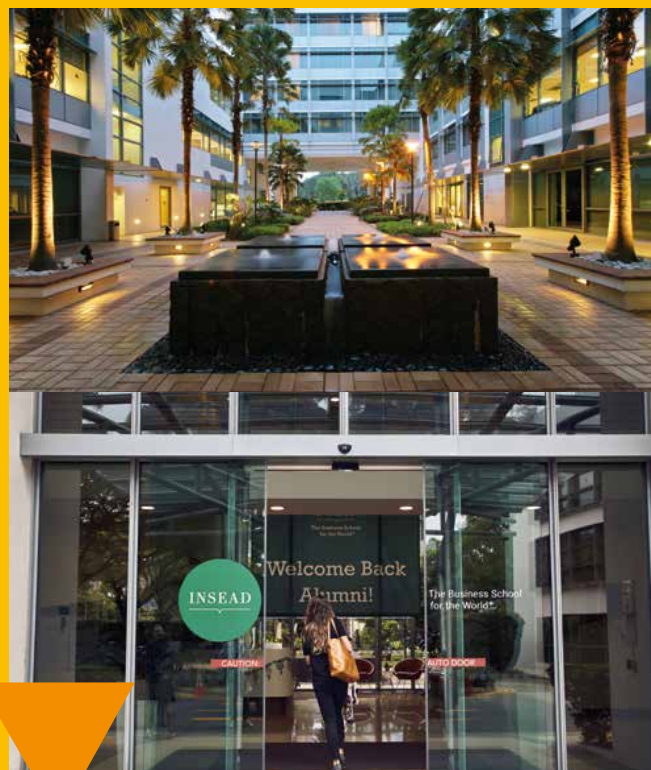
Please note that the participation fee does not include travel or personal expenses. Moreover, participants are responsible for complying with entry requirements for Singapore, as well as any travel requirements affecting their return journey.

Cancellation fees

60% of the fee is retained by PwC in the case of cancellation by the participant between 12 and 8 weeks before the start of the program. 100% of the fee is retained if cancellation takes place less than 8 weeks before the start date.

Accommodations

As a part of the program, you – together with our team of trainers – will be accommodated at INSEAD Residences. These facilities are usually reserved for INSEAD's Executive Education and Executive Degree participants. The Residences' front desk provides concierge, laundry, dry-cleaning and information services as well as a luggage storage facility. Complimentary access to the fitness center is available daily from 6.30am to 9pm. Singapore's bay front is just a 15-minutes taxi ride away. Staying in this convenient location will enable you to make the most of your time after class, and perhaps continue your peer networking in some very sociable environments away from the training facility. Singapore's public transportation, the Mass Rapid Transit (MRT) system, is a great way to explore the city, too, and the next MRT stop is just next to the campus.





2022 Insights

For last year's Accelerator Academy we partnered with the European School of Management and Technology (ESMT) in Berlin, Germany. You can see below what your peers are saying about the week. If you want to hear more about the program from a previous participant, please email us at de_nextgen@pwc.com. We will be happy to connect you with one of our Academy alumni in or near your home country.

Highly-rated sessions

100%

Program recommendations

97%

Program satisfaction

99%

Program inspiration and motivation

"This week has aided me personally in so many ways. Speaking and sharing ideas with other people who can relate to you is incredibly beneficial."

Rada Radeva, Bulgaria



"The week exceeded my expectations by far. It allowed me to think differently and I look forward to finding out how this can be adapted to my family business."

Mateo Bertomeo Cubells, Spain

"It's crazy to look back at day one because this week has seemed like a month. The group atmosphere was super cohesive and overall it was a phenomenal learning opportunity."

Julia Bierkämper, Germany



Customized programs



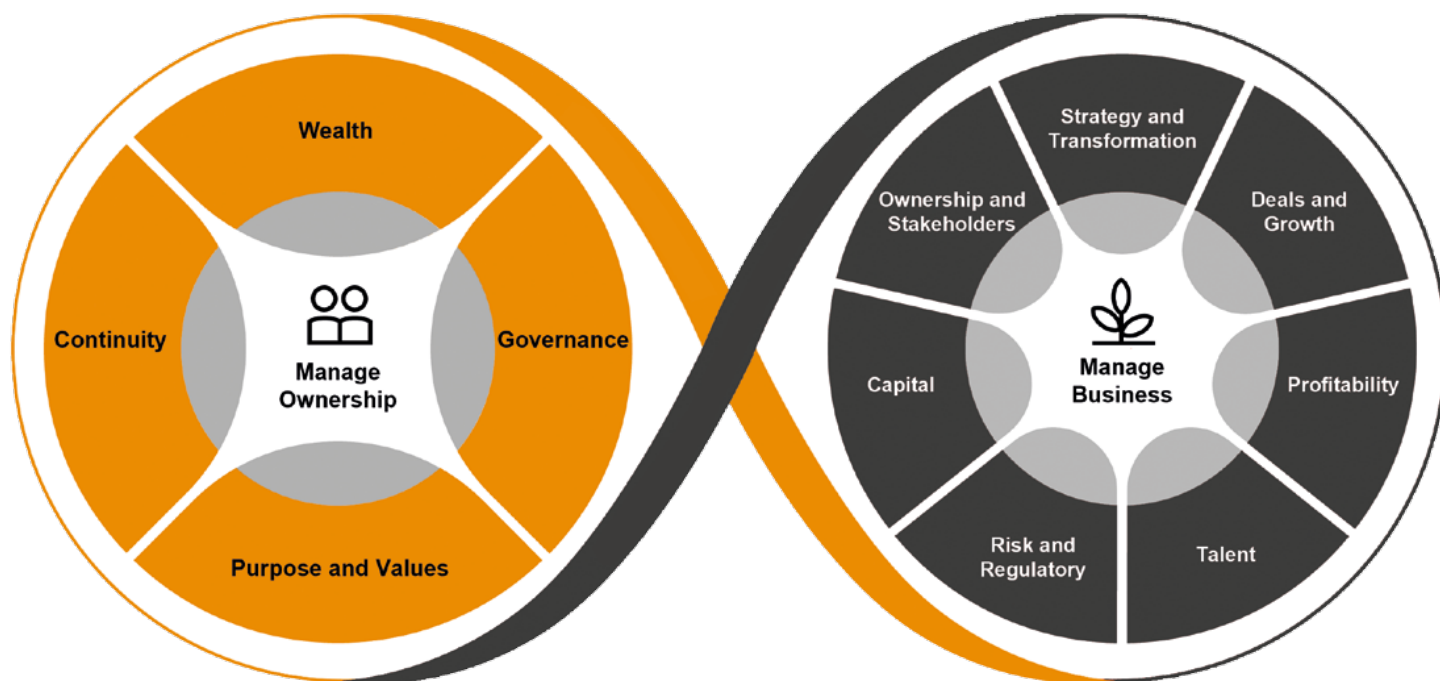
While our Academy offerings are geared toward experiential learning and international networking with your peers, you may sometimes feel the need for a more tailored approach to address specific topics and challenges. If this is the case, our range of customized NextGen programs will provide you with the focus you are seeking. We can accommodate workshops

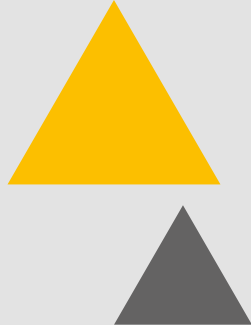
either as an in-person event, a virtual meeting, or a hybrid blend of the two. Simply reach out to de_nextgen@pwc.com – and let us come together to create the best possible future for your family, your business and wider society, while also accelerating growth! Here are two examples to show what's on offer:

Owner's Agenda

Our Owner's Agenda framework is the cornerstone of all our NextGen learning offerings, taking account of your needs both as an owner and a business leader and recognizing that these are fundamentally linked. It is designed to provide you not only with a holistic learning experience but also with a solid foundation to build your individual roadmap for success.

Kick off your exciting professional Owner's Agenda adventure in one of our NextGen Academies or arrange for a private session with us.





Owner Strategy Development

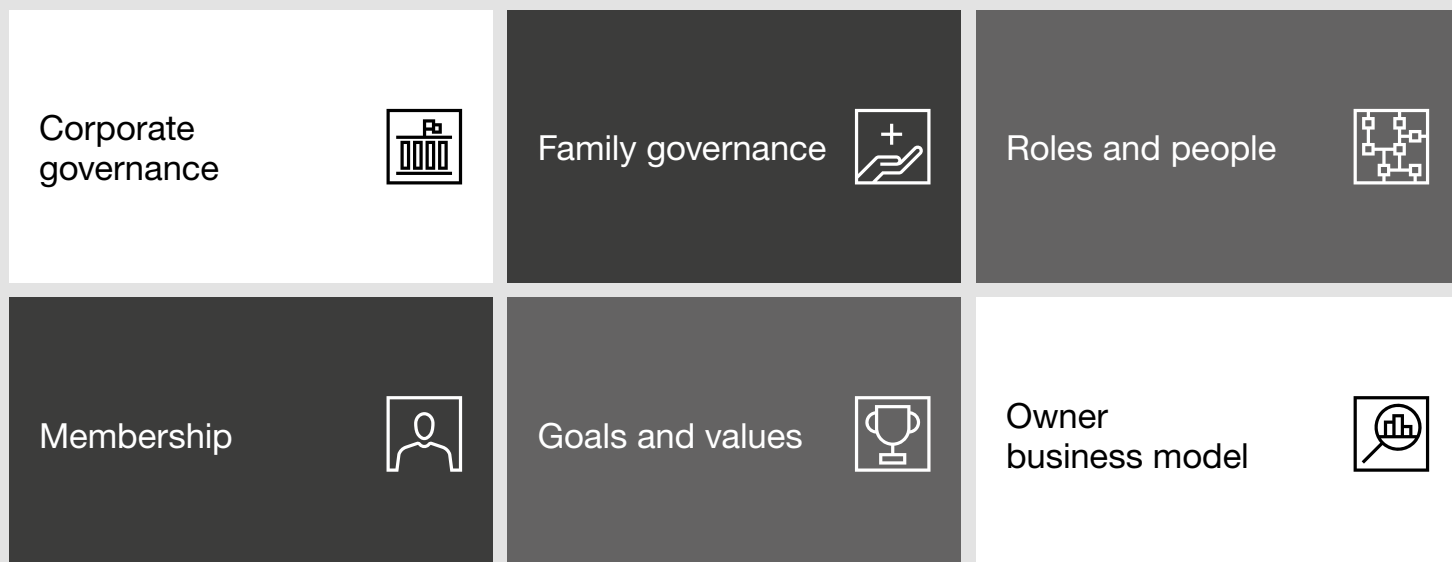
From membership to roles and people, our owner strategy development process will take you on a journey to learn, reflect or even rethink the cornerstones of your family business. The process is suitable for a single or group of next-generation members from one or more family branches, wanting to learn more about their family business or seeking closer alignment. The process has also proven to be of benefit for new leaders in family businesses aiming either to rethink their owner strategy or open up the dialogue on succession.

“The Owner Strategy workshops provided us with the tools, knowledge, and structures that we needed to engage in a better and more advanced discussion with our parents, clarifying potential future roles and responsibilities. It also laid out the foundation for our joint values and vision, so that we can go forward united as individuals and future shareholders.”

Pablo Ruiz Hernandez and Mateo Bertomeu Cubells,
NextGen Council, RNB Cosméticos, Spain



Owner Strategy



Global NextGen Roundtable and Reunion

At the end of your Academy week, you will be invited to join our Global NextGen Network. This is an exclusive and complimentary offering to help you enhance your professional and personal networking with peers, family business leaders, entrepreneurs, academics and PwC professionals. Along with preferred access to all our in-person and virtual learning and networking opportunities, you will be provided with an opportunity to join our prestigious, invitation-only Roundtable and Reunion events hosted by local family businesses in some of the world's most exciting locations. Sounds interesting? Then join our NextGen community of solvers to receive an invitation for this year:

Dubai, 18–19 October 2023

Build a metaverse strategy to deliver sustainable business outcomes

Yes, I would like to join!

Mallorca 2022

Our 2022 Global NextGen Roundtable and Reunion took place on the Spanish Mediterranean island of Mallorca. Next-generation members from 11 different countries, representing up to the 14th generation of their business-owning families, joined the exclusive two-day event for a family business transformation workshop and to learn more about sustainable business models from selected academics and practitioners. The panel for the high-profile roundtable discussion included Gabriel Escarrer (CEO and Vice-chairman, Meliá Hotels), Simón Pedro Barceló (Co-chairman, Barceló Group), Lorenzo Fluxà (Vice-president, Camper Shoes), Corinna Graf (CEO and owner of Puerto Punta Portals, one of Mallorca's most prestigious ports) and Doris Casares (CCO, Iberostar Group). The conversation also benefited from insights around succession contributed by Marta Barceló and Alberto Escarrer, as the offspring of two of the panelists and participants at the event.



Photo: Puerto Portals



The packed itinerary concluded with an exclusive tour of the design factory at Camper Shoes hosted by the CEO Miguel Fluxà, and a visit to Iberostar Hotels at the Playa de Palma, where Iberostar's EMEA Sustainability Director, Sandra Benbeniste, provided the attendees with some inspiring insights into the company's award-winning approach to sustainability. Everyone also enjoyed some fantastic Spanish hospitality at Finca Biniagual, a hamlet that dates back to the Moors, and at Rap Rocat, an atmospheric ancient fortress located in the most secluded area of the Bay of Palma.



NextGen community of solvers

The findings from our 2022 Global NextGen Survey show that most of your peers are prioritizing business growth – but that they are also concerned about how to step up as leaders in these uncertain times. If you can relate to these misgivings, you may be pleased to see that PwC NextGen brings together global commitment and collective efforts to prepare you as

a next-generation member for your future leadership role in the digital age. Together with a group of selected NextGen Network members, we've built a community of solvers – a diverse group of peers, academics and practitioners – who together can help you build trust and deliver sustained outcomes both for your business and wider society.

NextGen Gateway – where solvers connect

Are you a leader, shareholder, beneficiary or board member in a family business, aged between 16 and 38 years old, and eager to prepare for individual and business growth? Then become a part of PwC's NextGen Network and join our community of solvers interacting, innovating and collaborating online. PwC NextGen Gateway is our human-led and tech empowered platform which authentically connects you globally – and provides you with exclusive insights and guidance on some of today's most relevant topics and individual challenges.

Access to NextGen Gateway and our community of solvers is by invitation only! If you want to become a part of it and are committed to contributing to any of our 2023 NextGen Network priorities, please email us at de_nextgen@pwc.com. We look forward to hearing from you!

- | | |
|------------------------|--------------------------|
| ➔ Succession | ➔ Digital transformation |
| ➔ Personal development | ➔ Workforce |
| ➔ ESG | ➔ Wealth management |



NextGen Advisory Council

Our Advisory Council members are committed to help us shape relevant learning and networking offerings for our NextGen Network members. They are also available to provide you with an authentic view about how you can get the most from our exclusive network and training offerings.

Are you interested in connecting with one of our Council members to learn more about the Network or Academies? Then please email us at de_nextgen@pwc.com to be introduced.



PwC NextGen Network contacts

Meet our PwC professionals specializing in providing holistic advice to family enterprises. From governance and succession planning to wealth management and impact investing, every challenge faced by today's family enterprises is addressed by this diverse group of talented executives. The best part? They are also passionate mentors, dedicated to helping you excel in your role as new leader, shareholder, beneficiary or board member – and by your side every step of the way. Don't hesitate to reach to the PwC team member you believe can support you best and who will connect you to their local networks!



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Terms and conditions

PwC NextGen 2023

1. General

PricewaterhouseCoopers Solutions GmbH, Friedrich-Ebert-Anlage 35–37, 60327 Frankfurt am Main, Germany (organizer), offers young people in family businesses (participants) the chance to participate in “PwC NextGen 2023” (program). By registering, the participant – as well as their legal guardian in the case of minors (i.e. participants younger than 18 on the first day of the program) – accepts the following terms and conditions:

2. Scope of services offered by the program

The scope of services is described in the PwC NextGen 2023 brochure.

The participant or their legal guardian is aware that the program also includes external events. The organizer may employ third parties to carry out some of these activities.

The participation fee does not include any special requests on the part of the participant. If the organizer accommodates special requests, these are billed separately.

The organizer reserves the right to modify the program or individual services of the program, or to cancel these completely, in the event of unforeseen circumstances (e.g., sickness or accident on the part of third parties, weather, safety risks, measures by the authorities or force majeure). Every effort is taken to offer equivalent replacement services. No claims may be made against the organizer on account of changes to the program or cancellation of services.

3. Registration

Participation in the program is binding upon receipt of written registration via fax or email. In the case of participants below the age of 18 years on the date of registration, their legal guardians must provide permission for them to take part in all activities of the program by signing at the bottom of the registration form.

4. Liability of the organizer

The organizer is liable for gross negligence or intent, as well as culpable injury to life, limb or health, according to the law.

In all other cases the organizer's liability for culpable breach of duties is limited to three times the participant's fee. This will not affect compulsory statutory liability.

The above limitations on liability also apply to the personal liability of employees, representatives, bodies and agents of the organizer.

The organizer is liable within the limits described above for diligently choosing and preparing the services, but not for impairments of the performance of such contractual or non-contractual relationships which can be identified by the participant as external services conveyed by the organizer (e.g. sport events, excursions). The organizer assumes no liability for breach of duty by third parties that are not agents of the organizer.

5. Insurance and additional duties of the participant or his legal guardian

The participant is not insured via the organizer. Participants should therefore arrange their own suitable insurance policies and protection. With their registration, the participant or their legal guardian certifies the participant's coverage by adequate:

- accident insurance
- health insurance covering medical costs abroad as well as assistance/repatriation
- personal liability and property damage insurance.

The services offered by the organizer may include sporting activities and might take place in outdoor settings. The participant or their legal guardian is aware of the associated risks and confirms that they participate in the suggested activities voluntarily and at their own risk. The participant or their legal guardian is entitled to refuse participation in individual activities at any time, even if this is at short notice on location.

The risk of accident cannot be fully excluded, even though activities are conducted by expert and relevantly trained third parties.

Participants take part in these activities at their own risk. The participant or their legal guardian affirms that the participant is in good mental and physical health. They undertake to inform the organizer of health problems before the program commences.

Moreover, the participant or their legal guardian is responsible for their individual travel arrangements and any applicable visa requirements necessary to join the program on time.

For programs conducted in the United States of America, Business Schools are required by law to conduct a scan of relevant restrictions on transactions with international persons (e.g. check if the participant or their business is listed on the sanction list of the Office of Foreign Asset Control, “OFAC”).

The participant or their legal guardian are responsible for making themselves familiar with such restrictions and for assessing whether those restrictions apply to them.

They are also responsible for – and accordingly bear the risk of – being rejected by the Business School in the event that they do not pass the scan.

6. Code of conduct and exclusion

During the program, the participant is unconditionally obliged to follow the instructions of the organizer and any of its authorized third parties. Participants can be excluded from the program at any time if they fail to behave appropriately, continually disturb the running of the program, do not follow the instructions of the organizer or its authorized third parties, or jeopardize the safety of other participants. All costs incurred because of the exclusion from the program are borne by the participant. The participation fee will not be reimbursed.

7. Payment terms

The participation fee is payable upon receipt of invoice by either the participant or their legal guardian. The organizer reserves the right to deny participation in the program or in specific services offered by the program in the event of default on payment, as well as to give the place to a third party.

8. Cancellation by the organizer

The program will only take place if there are sufficient participants. If the minimum number of participants is not met, the organizer reserves the right to cancel the program no later than one month before it is due to commence. In this event, any payments already made toward the participation fee will be reimbursed to the participant or legal guardian. If there are too many registrations, the organizer reserves the right to refuse some of them, thereby preventing the participation of certain individuals.

9. Cancellation by the participant

In the event of cancellation on behalf of the participant, the organizer reserves the right to demand the following cancellation fees to cover the costs incurred:

- 60% of the fee between 12 and 8 weeks before the start of the program
- 100% of the fee less than 8 weeks before the start of the program.

Cancellation must be in writing. Cancellation fees will be calculated based on the postage date. Should the participant leave the program prematurely, they would have no claim to reimbursement of the participation fee. Any additional costs incurred or to be incurred are borne by the participant.

10. Rights to pictures

The participant or their legal guardian consents to the non-remunerable use of their image and voice in all present and future media, i.e. photographs and recordings (image and sound) taken and made by the organizer or its authorized third parties relating to the program. The consent of the participant or their legal guardian extends to the duplication and general and appropriate use of image or voice recordings of the participant. Both section 23 (2) of the KunstUrhG (Kunsturhebergesetz: German Artistic Creations Act) and specific data protection regulations remain unaffected. If the participant does not wish that the organizer publishes photographs and recordings of the participant, the participant will inform the photographer/film team during the program accordingly. The photographers/film team will be instructed by the organizer to obey such requests.

11. Applicable law and court of competent jurisdiction

German law is applicable to this agreement. The sole court of competent jurisdiction is Frankfurt am Main.

12. Miscellaneous

Should one or several provisions in these terms and conditions prove to be partly or wholly invalid, void or otherwise unenforceable, there is no infringement on the validity of all other provisions.

Only the German wording of these terms and conditions will be deemed legally binding. Any translations of the terms and conditions into a language other than German serve only to facilitate communication between the organizer and the participants and their legal guardians, and are therefore not legally binding.

1. Allgemeines

PricewaterhouseCoopers Solutions GmbH, Friedrich-Ebert-Anlage 35–37, 60327 Frankfurt am Main, Deutschland, (nachfolgend „der Veranstalter“) bietet Jugendlichen und jungen Erwachsenen aus Familienunternehmen (nachfolgend „die Teilnehmer“) das Programm „PwC NextGen 2023“ (nachfolgend „das Programm“) an. Mit seiner Anmeldung akzeptiert der Teilnehmer selbst, sowie im Fall seiner Minderjährigkeit (d. h. jünger als 18 Jahre am ersten Tag des Programms) dessen gesetzliche Vertreter, folgende Teilnahmebedingungen:

2. Leistungsumfang des Programms

Der Leistungsumfang ist in der Broschüre PwC NextGen 2023 beschrieben. Der Teilnehmer bzw. dessen gesetzliche Vertreter sind sich bewusst, dass im Rahmen des Programms externe Anlässe stattfinden können. Der Veranstalter kann sich zur Durchführung einzelner Aktivitäten auch Dritter bedienen.

Sonderwünsche des Teilnehmers sind in der Teilnahmegebühr nicht enthalten. Sofern der Veranstalter Sonderwünsche erfüllt, werden diese gesondert in Rechnung gestellt.

Der Veranstalter behält sich vor, das Programm oder einzelne Leistungen des Programms zu ändern oder gänzlich zu streichen, wenn dies unvorhergesehene Umstände erfordern (z. B. Krankheit oder Unfall von Drittanbietern, Wetter, Sicherheitsrisiko, behördliche Maßnahmen, höhere Gewalt etc.). Er ist bemüht, gleichwertige Ersatzleistungen anzubieten. Wegen Programmänderungen oder der Streichung von Leistungen können keinerlei Ansprüche gegen den Veranstalter geltend gemacht werden.

3. Anmeldung zur Teilnahme am Programm

Die Teilnahme am Programm wird mit der schriftlichen Anmeldung per Telefax oder E-Mail verbindlich. Sofern der Teilnehmer im Zeitpunkt der Anmeldung das 18. Lebensjahr noch nicht vollendet haben sollte, erteilen seine gesetzlichen Vertreter mit Unterschrift unter das Anmeldeformular ihre Zustimmung zur Teilnahme des Minderjährigen an sämtlichen Aktivitäten des Programms.

4. Haftung des Veranstalters

Der Veranstalter haftet für vorsätzliches und grob fahrlässiges Handeln, sowie im Falle der schuldhaften Verletzung von Leben, Körper und Gesundheit nach den gesetzlichen Vorschriften.

In allen anderen Fällen ist die Haftung des Veranstalters für schuldhafte Pflichtverletzungen auf die dreifache Teilnahmegebühr beschränkt. Eine gesetzlich zwingende Haftung bleibt davon unberührt.

Die vorstehende Haftungsbeschränkung gilt auch für die persönliche Haftung der Mitarbeiter, Vertreter, Organe und Erfüllungsgehilfen des Veranstalters.

Der Veranstalter haftet im oben genannten Umfang für die gewissenhafte Vorbereitung und sorgfältige Auswahl der Leistungen, nicht aber für Leistungsstörungen in von ihm für den Teilnehmer erkennbar als Fremdleistungen vermittelten Leistungsverhältnissen (z. B. Sportveranstaltungen/-events, Ausflüge). Jegliche Haftung des Veranstalters für Pflichtverletzungen durch Dritte, die keine Erfüllungsgehilfen des Veranstalters sind, ist ausgeschlossen.

5. Versicherung und zusätzliche Verantwortung des Teilnehmers bzw. dessen gesetzlichen Vertreter

Der Teilnehmer ist durch den Veranstalter nicht versichert. Er hat daher eigenständig für entsprechenden Versicherungsschutz Sorge zu tragen. Mit der Anmeldung bestätigt der Teilnehmer bzw. dessen gesetzliche Vertreter, dass der Teilnehmer ausreichenden Versicherungsschutz abgeschlossen hat für:

- Unfallversicherung
- Krankenversicherung inklusiver Übernahme von Behandlungskosten und Rückführung im Ausland
- Private Haftpflichtversicherung

Die vom Veranstalter angebotenen Leistungen beinhalten sportliche Aktivitäten, die teilweise in der freien Natur stattfinden können. Der Teilnehmer bzw. dessen gesetzliche Vertreter sind sich der damit verbundenen Risiken bewusst und erklären, dass der Teilnehmer freiwillig und auf eigene Gefahr an den vorgeschlagenen Aktivitäten teilnimmt. Die Teilnahme an einzelnen Aktivitäten kann jederzeit, auch noch kurzfristig vor Ort, von dem Teilnehmer selbst und im Falle von Minderjährigkeit auch von dessen gesetzlichen Vertretern verweigert werden.

Selbst bei Durchführung der Aktivitäten durch fachkundige und entsprechend geschulte Dritte können Unfälle nicht ausgeschlossen werden.

Der Teilnehmer bzw. dessen gesetzliche Vertreter versichern, dass der Teilnehmer psychisch und physisch gesund ist. Sie verpflichten sich, den Veranstalter auf gesundheitliche Probleme vor Beginn des Programms hinzuweisen.

Ferner ist der Teilnehmer bzw. dessen gesetzlicher Vertreter für die individuelle Anreise sowie etwaige Visum-Voraussetzungen verantwortlich, die für eine pünktliche Teilnahme am Programm erforderlich sind.

Für Programme, die in den Vereinigten Staaten von Amerika durchgeführt werden, sind die Business Schools gesetzlich dazu verpflichtet, eine Überprüfung auf eventuell bestehende relevanten Beschränkungen für Transaktionen mit internationalen Personen durchzuführen, wie z. B. Personen oder Unternehmen, die auf der Sanktionsliste des Office of Foreign Asset Control „OFAC“ aufgeführt sind. Der Teilnehmer bzw. dessen gesetzliche Vertreter sind dazu verpflichtet, sich über etwaige Einschränkungen zu informieren und das Risiko einer möglichen Ablehnung durch die Business School zu tragen.

6. Verhaltensvorschriften und Ausschluss

Der Teilnehmer verpflichtet sich, während des Programms den Anweisungen des Veranstalters und der von diesem autorisierten Dritten unbedingt Folge zu leisten. Teilnehmer, welche sich nicht ordentlich verhalten, die ordnungsgemäße Durchführung des Programms stören, den Anweisungen des Veranstalters oder der von diesem autorisierten Dritten keine Folge leisten oder die Sicherheit der übrigen Teilnehmer gefährden, können jederzeit vom Programm ausgeschlossen werden. Sämtliche sich aufgrund eines Ausschlusses entstehenden Kosten trägt der Teilnehmer. Ein Anspruch auf Rückerstattung der Teilnahmegebühr besteht nicht.

7. Zahlungsbedingungen

Die Teilnahmegebühr wird mit Zugang der Rechnung beim Teilnehmer bzw. dessen gesetzlichen Vertreter fällig. Der Veranstalter behält sich vor, bei Zahlungsverzug die Teilnahme an dem Programm bzw. an einzelnen Leistungen des Programms zu verweigern bzw. an Dritte weiterzugeben.

8. Absage durch den Veranstalter

Die Durchführung des Programms ist von einer Mindestteilnehmerzahl abhängig. Wird diese nicht erreicht, behält sich der Veranstalter vor, das Programm bis spätestens einen Monat vor dessen Beginn abzusagen. Bereits geleistete Zahlungen der Teilnahmegebühr werden in diesem Fall dem Teilnehmer bzw. dessen gesetzlichen Vertreter erstattet. Bei Eingang zu vieler Anmeldungen behält sich der Veranstalter vor, nach eigenem Ermessen einzelne Anmeldungen abzulehnen und damit die Teilnahme einzelner Jugendlicher oder junger Erwachsener an dem Programm zu versagen.

9. Absage durch den Teilnehmer

Im Falle der Absage durch den Teilnehmer ist der Veranstalter – zur Deckung der ihm entstandenen Kosten und Aufwendungen – berechtigt, folgende Stornierungskosten zu verlangen:

- 60 % der Teilnahmegebühr zwischen 12 und 8 Wochen vor Programmbeginn
- 100 % der Teilnahmegebühr ab 8 Wochen vor Programmbeginn

Die Absage muss schriftlich erfolgen. Maßgebend für die Berechnung der Stornierungskosten ist das Datum des Poststempels. Bricht der Teilnehmer das Programm vorzeitig ab, hat er keinen Anspruch auf Rückerstattung der Teilnahmegebühr. Gegebenenfalls angefallene und anfallende Zusatzkosten trägt der Teilnehmer.

10. Recht am eigenen Bild

Der Teilnehmer bzw. sein gesetzlicher Vertreter willigt mit der Anmeldung für alle gegenwärtigen und zukünftigen Medien in die unentgeltliche Verwendung seines Bildes und seiner Stimme für Fotografien und Aufzeichnungen von Bild und Ton, die vom Veranstalter oder von diesem autorisierten Dritten im Zusammenhang mit dem Programm erstellt werden, ein. Die Einwilligung des Teilnehmers bzw. dessen gesetzlichen Vertreters erstreckt sich auf die Vervielfältigung und Benutzung seines Bildes oder seiner Stimme in üblicher und angemessener Weise. § 23 Abs. 2 KunstUrhG sowie die gesonderten Regelungen zum Datenschutz bleiben unberührt. Sollte der Teilnehmer nicht wünschen, dass der Veranstalter Foto- und Tonaufnahmen von ihm veröffentlicht, wird er das dem Fotografen/ Filmteam vor Ort mitteilen. Die Fotografen sind angewiesen, solchen Wünschen selbstverständlich Folge zu leisten.

11. Anwendbares Recht und Gerichtsstand

Auf dieses Vertragsverhältnis ist deutsches Recht anwendbar. Ausschließlicher Gerichtsstand ist Frankfurt am Main.

12. Schlussbestimmungen

Sollte einzelne oder mehrere Bestimmungen dieser Teilnahmebedingungen teilweise oder vollständig unwirksam, nichtig oder in sonstiger Weise undurchführbar sein, so berührt dies die Wirksamkeit der übrigen Bestimmungen nicht.

Ausschließlich den in deutscher Sprache abgefassten Teilnahmebedingungen kommt eine rechtsverbindliche Wirkung zu. Etwaige Übersetzungen der Teilnahmebedingungen in eine andere als die deutsche Sprache dienen nur zur Vereinfachung der Kommunikation zwischen dem Veranstalter und den Teilnehmern sowie deren rechtlichen Vertretern und sind daher rechtlich nicht bindend.

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