



**On the path to
success with the
industry experts**

BGH-Consulting

**HR Consulting
Business Consulting
Operations and
Interim Management**



About us

We have been advising and supporting German and European companies since 1999. Our clients trust the experience and industry expertise of our consultants.

HR consulting

To create long-term success for companies, we have taken our mission further than filling vacant positions with the right specialists or executives. We work out a strategic basis and support you in the development of your workforce and your organisation.

Business consulting

Clearly defined objectives, a sound knowledge of the market and the industry and efficient processes are an integral part of the growth and success of any company. Our experience and industry expertise are allowing us to design sustainable, strategic solutions for you with a

close view of your location, company and processes.

Operations

In times of changing environments, alternative perspectives and solutions are needed.

Experienced people who, in crisis counselling, work with you to develop unbiased alternatives, make decisions with you and provide you with trustworthy and targeted support in the implementation of the restructuring or insolvency solution.

Interim management

In association with our partner company IES Interim Expert Solutions, we can put you in touch with a suitable Interim Manager who can provide all the knowledge and skills that you need.

Industries in which we are experts (in alphabetical order):

- Apparatus engineering and machinery
- Electronics and electrical engineering
- Nonwovens and technical textiles
- Packaging: Folding boxes, corrugated board, displays, labels, flexible packaging, glass, plastic and metal
- Paper and board production
- Paper finishing, processing and trading
- Plastics manufacturing and processing
- Print media and inks
- Process chemistry
- Pulp and Fiber
- Starch

The BGH-Consulting Team



The BGH-Consulting team for talent acquisition and back-office: The foundation for our success!

Anna-Maria Hübner, Elke Kormann-Tix,
Ann Dietz, Katharina Hupp,
Ramona Reitmayr

Andreas Bauer, Kai Pöhler,
Christoph Lessig, Andreas Päch,
Oliver Taudien, Sven Braun



„Success is closely linked to open and honest communication.“

Andreas Bauer



„Sustainability + economic efficiency = long-term success“

Kai Pöhler

Consulting Principles

■ We think and act entrepreneurially

We act with a high level of responsibility, driven by an entrepreneurial mind-set and clear focus on our clients. Our goal is to support them with commitment, clarity and long-term perspective.

■ Our focus is long-term

We identify with the aspirations and challenges of our clients, and our aim is to achieve a collaboration that is long-term, personal and thus efficient.

■ We take personal responsibility for every assignment

Clear processes and a strong advisory mind-set define how we work. As a result, our clients can rely on us to take full ownership and drive complex projects to successful outcomes.

■ Our specialist knowledge

We operate in specialist fields in which we are completely at home. We therefore understand our clients' requirements perfectly and our results meet their needs precisely.

■ Written agreements

Everything we do for our clients is agreed on in writing in advance. We stick to these agreements, so that we can guarantee clarity, transparency and absolute reliability, and are in constant contact with our clients.

■ Our services are measurable

We work on the basis of agreed fees. This means that what we do is results oriented and can be easily measured by our clients.

■ We work in the interests of our clients

Basically, everything that we do for our clients is governed by the principle of responsibility for safeguarding their interests, both internally and externally.

■ Discretion goes without saying

All the information that we obtain within the project work is treated as absolutely confidential, of course. We can guarantee this and are happy to document this undertaking in a written confidentiality agreement if desired.





Our mindset is defined by respect, openness and positive communication, always putting people at the center. This is how we unlock the full potential for shared success.

Andreas Bauer



No one-size-fits-all consulting – we are fast, flexible, independent and with a superb network – absolute personal dedication is the hallmark of all our consultants.

Kai J. Pöhler

HR Consulting

The success of your company hinges on your employees, their personalities, their motivation and their know-how. Technology and equipment, on the other hand, are easily replaced and can rapidly become out of date.

The true measure of a good employer is its people

In times like these, when qualified employees are becoming harder to find, it is important to be well positioned as an employer and to develop a clear market strategy.

We support you in the search for staff by approaching suitable candidates in the market directly.

Coaching your executives enables us to improve the performance and efficiency of your senior staff.

We also support you when you need to let staff go in special situations to make sure that the process is amicable on both sides.

■ Direct search / executive search

We will make it easier for you to connect with high potential individuals, top management and experts in the relevant industries. With our direct search, we can open up a much larger recruitment market for you to tap into.

■ HR strategy and personnel development

We will help you and your employees manage and fulfil each other's expectations. In addition, we advise you on how to leverage employee skills, preferences and competencies in a way that provides the greatest benefit to your business.

■ Career Transition (Newplacement)

We support executives individually, discreetly, and with a clear focus as they navigate professional transitions. Through intensive one-to-one advisory, we help them clearly define their strengths and preferences, develop realistic career perspectives, and systematically identify and successfully pursue new professional opportunities.

■ Onboarding

Over and above an onboarding the classic induction plan, it is important to support employees when they start a new job in order to ensure rapid integration into an organisation.

■ Company Succession

Particularly for owner-managed businesses, we identify suitable successors who are also interested in acquiring the ownership of the company. We support our clients throughout the entire succession process — from start to finish — including the design and implementation of flexible transfer of ownership models.

■ Coaching for Management and Sales

We support managers and sales staff to discover their own skills, preferences and competencies and to use them to unleash their potentials. We also identify potential opportunities for their further development.

■ Work 4.0

The digital changes that are taking place on a global scale bear not only opportunities, but also risks. For example, disruptive innovations replace continuous improvement. At the same time, society demands and values are changing. We face the challenges of atypical employment relationships as well as the shortage of skilled workers due to demographic change.

Direct Search / Professional & Executive Search

Because of our many years of industrial experience, we know the high potentials, managers and specialists in our industries. In this way, we can expand the pool of candidates for our clients.

High potentials don't search – they want to be found.

Motivating people to consider a new position when they are actually not actively looking for jobs can only succeed via a well established network or through personal contacts.

Whether it is in general management, sales, manufacturing, engineering, general functions, R&D, purchasing, logistics – our specialist expertise allows us to identify the relevant high potentials, managers and specialists quickly and to reach them directly. Our consultants understand your requirements and challenges perfectly and are ideally placed to assess which candidates are most suitable.

We don't work with CVs – we work with personalities.

Our close links with the relevant industries shortens the analysis phase and allows us to identify the most suitable candidates more quickly. Our own search team discreetly approaches the people that we feel would be right for the vacancy in question.

We carry out in-depth interviews and, if you wish, conduct a comprehensive personality test.

Ultimately, we select the best candidates to offer you and support you in your choice.

In this way, we do what you have asked of us, quickly and successfully, from defining the target group to signing the employment contract.

The advantages for you at a glance

■ The result is right –

We don't just fill vacancies, we find the candidate that best suits you and the particular circumstances.

■ You can feel secure –

We are familiar with your industry and we know precisely what staff you need. We thus minimise the risk of selecting the wrong person.

■ You save time –

Our industry knowledge helps us to identify the right candidate for you more quickly and to speed up the appointment process.

■ From A to Z –

We make the whole process easier for you, from defining the target group to signing the employment contract.

■ We add value for you –

We make all efforts to know and understand your company and therefore find not only the ideal personality, but also the best possible specialist or manager.

■ We offer a guarantee –

If the new employee turns in his or her notice during the trial period, it is up to us to find a replacement at no cost to you.

■ We safeguard your future –

We select candidates for you who have development potential, because we want you to benefit from your decision in the long term.

■ Long-term sustainability –

We work towards a long-term cooperation with you as a client, because the trust and familiarity with the company that grows from successfully completed projects is valuable and productive.





In times of rapid change, we help our clients navigate critical decisions with clarity and expertise.

Oliver Taudien



Moving in specialist fields where we really feel at home means that we understand our clients' processes and solve their problems effectively. This is where our expertise lies.

Christoph Lessig

Business Consulting

When the structures or overall conditions in a company or individual corporate divisions change or are actively to be changed, it is helpful to bring in neutral, competent support. An outsider's view can often shed new light on a situation.

The view of an experienced external consultant can expand the horizon

Companies are not static – they are constantly

developing, and with this process, the employees and their functions change, too.

Depending on whether your company is currently expanding, consolidating or preparing to adapt structurally to new situations, new challenges will arise.

With our expertise and industry knowledge, we can examine the general factors impacting your company and walk with you along the development path that you have chosen.

■ Business strategy

As a partner for entrepreneurs and investors, we develop business plans and accompany their realisation from market analysis to – if applicable – due diligence in M&A processes. With the critical eye of a market expert, we analyse the market environment and work together with you to develop your corporate strategies.

■ Site analysis

Our analysis of business and technical processes creates a solid foundation for defining business ambitions and relevant benchmarks as well as for due diligence processes.

■ Digitalisation of business processes

We work out an individual digitalisation strategy while supporting customers with professional change management.

■ Market observation

We can help our customers identify and analyse the market potential to expand their current portfolio of products or to complement the distribution channels.

■ Resource Management

Under consideration of the entire value chain, we support companies in their strategic development and strategic execution of innovative and sustainable provision and recycling concepts.

THE ADVANTAGES WE OFFER YOU:

We have the industry expertise that you can rely on.

With the industry expertise we have acquired over decades, we provide you with truly sustainable solutions more quickly and efficiently.

With many other management consultancies, the support ends after the analysis and you are given

no further advice or assistance during the implementation phase.

We take the next steps together with you!

Our consultants are personally committed to achieving lasting success for you – which is why our clients have been trusting us for so many years.



The key to success lies only in recognizing potential, but in developing it together.
Sven Braun

Operations

We see ourselves as a task force for the execution of complex problem solutions, especially in the process industry. Our team, reinforced by professional partners, has profound knowledge in the management of major projects, the support of insolvent companies, the support of insolvency administrators and the management of public authorities.

■ Crisis consulting

With an unbiased view from the outside and insider knowledge of the industry, we recognise what your company is made of. What are its unique selling points, its strengths? How can these potentials be turned back into black figures? Which short-term strategy will lead you out of the crisis? We show you ways and solutions to get the company back on the road to success.

■ Restructuring

In most cases, crisis management requires a course correction. This often requires unpopular decisions. From our neutral position, we can communicate and implement the necessary steps more easily. We can explain the way out of the crisis to your business partners, creditors and banks as well as internally within the company from a purely professional point of view.

■ Handling insolvency

With the step into insolvency, new responsibilities arise for the company's management. This involves the commercial banks and the other major creditors, but also your employees. For this reason, it is of utmost importance to capitalise the company's assets in the best possible way.

Especially in our special field, the process industry, we are confronted with a large number of environmentally relevant substances during insolvency proceedings. Once the current assets have been disposed of, it is a matter of selling the machines, cleaning them and preparing them for transport. During dismantling and transport, numerous relevant regulations must be observed and applied in close coordination with the authorities.

As your reliable partner, we not only have sound expertise in the critical chemicals as well as environmental law, but we also want to achieve the highest possible proceeds for you from the sale of the insolvency estate. Our team also organises and coordinates the cleaning, recovery and removal of all movable and fixed assets, including their infrastructure.

We provide you with comprehensive support and, if necessary, stay with you until the end.



Our Consultants



Andreas Bauer

Degree in business administration
Over two decades management experience in the area of HR, sales and organisation in the mechanical and electrical engineering, packaging and IT sectors
Head of production and materials logistics, collective power of attorney in mechanical engineering, commercial director, managing partner, managing director of sales and HR
Managing partner at BGH-Consulting

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Kai J. Pöhler

Degree in process engineering and industrial engineering
Over 25 years of experience in the paper and nonwovens industry
Head of order processing and project planning in the area of special paper machines
Global responsibility for sales, marketing, strategic planning and R&D in the nonwovens sector
Many years of experience on the board of non-profit organisations
Managing partner at BGH-Consulting

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Sven Braun

Degree in business administration
Over 15 years of experience in the paper and packaging industry, including more than 10 years in management positions in HR management
Management of projects in organizational development, post-merger integration, employer branding, and IT system implementation
Responsibility for HR management, recruitment and development, as well as change processes in international corporations
Senior consultant and partner at BGH-Consulting

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Oliver Taudien

Degree in business administration
Over 25 years of management experience at global companies multi-year assignments in five different countries in the paper, pulp, and packaging industry including as CEO/General Manager and CFO with multi-year assignments in five different countries
Specialized in strategy development, management of complex M&A projects, turnaround management, and restructuring
Senior consultant and partner at BGH-Consulting

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Christoph Lessig

Degree in process engineering, paper and plastics processing, and printing technology
Over 30 years experience in the printing technology, electrical engineering, chemical industry, paper and pulp industry as well as bio and environment technology
Sales and marketing manager, including technical and technological customer service for international chemical companies with the headquarter in Europe
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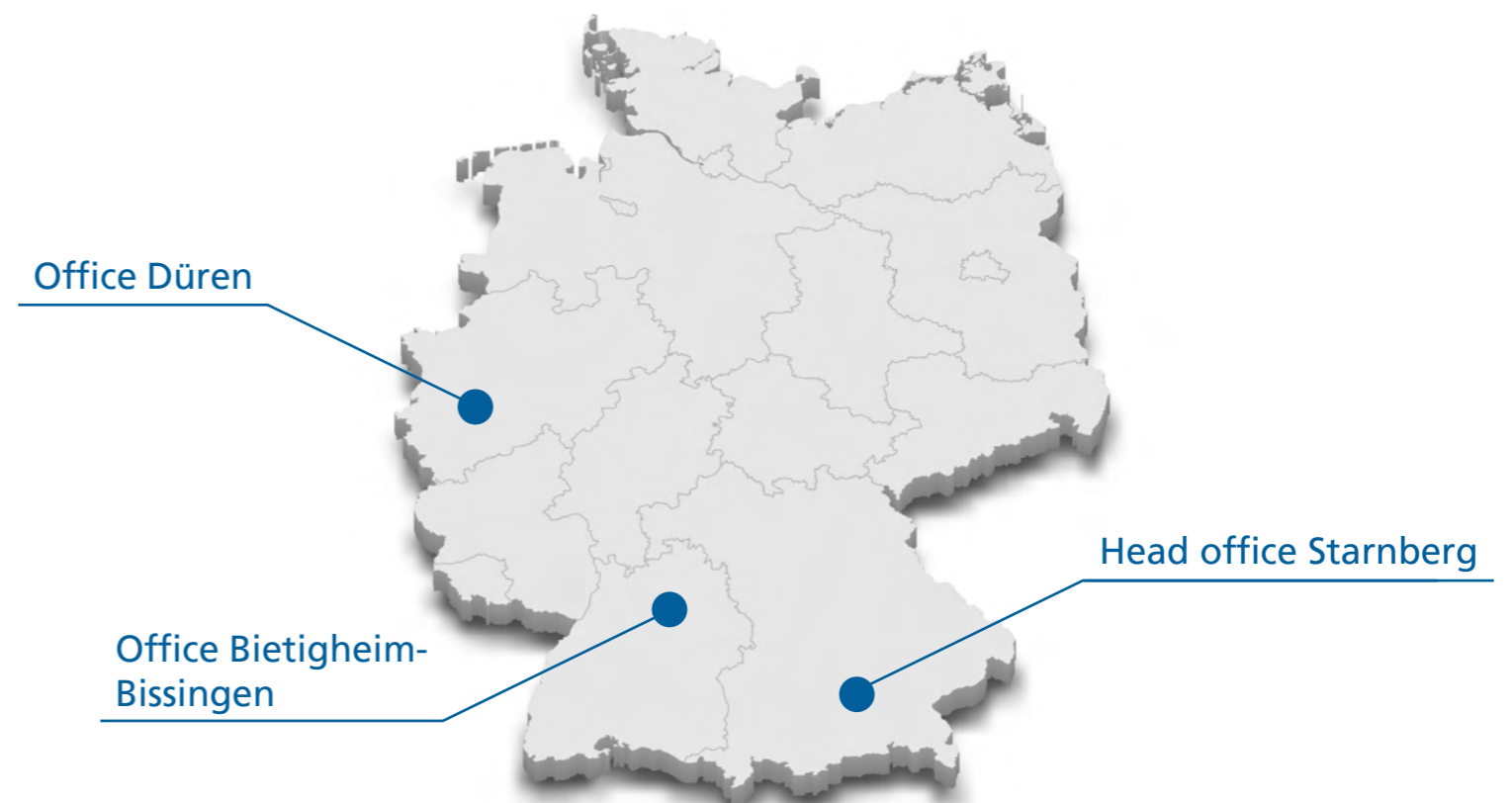


Andreas Päch

Papermaker and degree in paper technology
More than 20 years of experience in a wide range of functions in the paper industry
R&D engineer, department and production manager in the production of printing, writing and specialty paper industries
European-wide responsibility in the area of applications, sales and marketing for paper machine clothing and functional roll covers
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