

**Mattig Management Partners**



## Our markets

- Headquarters:  
Switzerland 1  
- Schwyz
- Branch offices:  
Switzerland 1  
- Pfäffikon SZ  
Austria 2  
- Vienna  
Romania 3  
- Bucharest  
- Timisoara  
Bulgaria 4  
- Sofia
- Additional  
served countries:  
Croatia 5  
Bosnia and  
Herzegovina 6  
Serbia 7  
Montenegro 8  
Albania 9  
Macedonia 10  
Greece 11



## **Mattig Management Partners**

Who we are Mattig Management Partners is an independent management consulting company. Our mission fosters close collaboration with our customers in order to develop cost minimizing and profit enhancing strategies, being driven by an efficient utilization of the growth potential in emerging European markets.

We offer comprehensive and interdisciplinary solutions in Mergers and Acquisitions, Market Entry Services, In- and Outsourcing, Project Financing and Project Management, as well as in Executive Search. We are constantly expanding our market presence in Southeast Europe and are currently operating offices in Switzerland, Romania, Bulgaria and Austria.

How we create value Our international teams of specialists combine engineering capabilities with managerial skills and financial know-how. We complement our expertise with strong multicultural competences to offer comprehensive, interdisciplinary management consulting in demanding markets.

What we focus on Management consulting is not just about offering advice, but also about developing and implementing solutions. We focus on innovation in product and market strategy and design analogue sourcing approaches. Mattig Management Partners provide the necessary resources in marketing and staffing as well as in engineering and financial planning. Our strengths nest in years of experience in Switzerland, a solid positioning in Southeast Europe and access to a wide network of specialists throughout our focus markets.

Mattig Management Partners support you at all times in English, German, Romanian and Bulgarian.

We pave your way to success – take advantage of our expertise!

Andreas Mattig,  
President of the Board of Directors

Schwyz, January 2009

## Our market services

### Market Entry Services

Mattig Management Partners ensure that you make the right decisions in your daily business operations. We align your entrepreneurial vision with your processes in a precisely targeted manner to enhance your company's long-term competitiveness. Our range of consulting services includes market entry services, the recruitment of business partners as well as comprehensive, interdisciplinary support in setting up companies and greenfield as well as brownfield investments.

**Analysis** We give your individual concerns our full attention in order to provide you with information tailored precisely to your strategic decision-making needs. Using in-depth company and market analyses, we determine the strengths and weaknesses of your company and assess the future market opportunities and risks for you. We help define your company's vision, mission and philosophy, develop solutions and concepts and design the corresponding structures.

**Methodology** Our specialist teams support your company throughout the entire process with information suited to your needs. They assist with structuring your business and handle legal, administrative, sales, marketing and financial issues.

**Implementation** Analysis and strategic planning form the basis for implementation. We assist you in organizing your company, support you in implementing specific measures and monitor project completion to ensure that you are completely satisfied with the results achieved.

*«By choosing Mattig Management Partners AG, our Corporation was able to find a reliable and professional partner for the establishment of our subsidiary in Romania.»*

*Urs Zwicky, CEO IPS AG, Herisau (CH)*

*«Due to the qualified advice and the active commitment of the Mattig Management Partners specialists, we constantly felt in safe hands within the Romanian alternative energy sector.»*

*Cristian Georgescu, President ROKURA Srl., Bucharest (RO)*

## **Project Management**

As a full-service company, we are able to assist in executing your strategic initiatives. Clearly defined structures and a project-based network of decision-makers are important prerequisites for specific tasks. Take advantage of our interdisciplinary expertise. We implement your local transactions based on sound knowledge of the Southeastern European market and 5 offices in Europe.

- Planning Market research and meticulous planning form the basis of all successful projects. We support our clients' management in the development, control and completion of specific projects in Southeastern Europe. The risks are defined, the goals established and customized solutions developed.
- Methodology Optimal configuration is based on the project objective and the developed solutions. We provide personal and technical assistance or handle the entire representation for you in our market territories. To do this, we support you with broad-based data, established methodology and many years of experience.
- Implementation Mattig Management Partners has specific structures and special internal qualifications to support you successfully in the preparation and revision of business plans, market studies, integration of new investments and business units as well as the adaptation of the required business culture.



## Our market services

### Mergers & Acquisitions

Mattig Management Partners specializes in M&A transactions in South-eastern Europe. We recognize risks and opportunities and thus secure your company's increase in value during international mergers, the acquisition and sale of companies and company divisions, joint ventures and strategic alliances.

We manage the entire transaction in a single assignment by providing comprehensive support to you in strategy development, designing an acquisition or sales structure, preparing the documentation and implementing post-merger integration for your project.

- Strategy Together with you, Mattig Management Partners develops an optimal M&A strategy that will lead to an increase in your company's value through profitable transactions as well as the implementation of useful synergies such as location optimization, additional turnover, increased market share, access to new markets, buying and selling advantages, optimization of your investment portfolio and expansion of your product/service range.
- Transactions Our international network of experts offers all relevant services from a single source in comprehensive transaction consulting. Mattig Management Partners creates a long-list of potential target companies, due diligence, business plans, develops the appropriate transaction structure, drafts contracts and supports you in the relevant negotiations.
- Integration Mattig Management Partners monitors the smooth implementation of the integration process after completion of the transaction, offering you comprehensive support for the achievement of your long-term corporate objectives and securing business continuity.

*« We have entrusted Mattig Management Partners with the most challenging task of our company. Mattig Management Partners has shown professional guidance and excellent negotiation skills in concluding this mandate to our fullest contentment.»*

*Florin Ion, General Director Sama Service Grup SA, Bucharest (RO)*

*« We acknowledge Mattig Management Partners for the comprehensive support and the unsurpassed assistance in the establishment of our products on the Romanian market.»*

*Harald W. Kessler, CEO Plasticos Packaging Group AG, Zug (CH)*

## **In- and Outsourcing Solutions**

Cost reductions result directly from improved operational and economic performance. Mattig Management Partners can assist with identifying the right business partners and locations for you, standardizes your business processes, determines the sourcing potential and implements the sourcing strategy in your company.

**Analysis** After we have thoroughly analyzed your company and its development potential, we establish customized cost-reduction strategies. We focus on the long-term effects of the sourcing solutions and work to achieve ongoing and consistent optimization of your resources.

**Restructuring** Mattig Management Partners can support with integrating the new procurement markets in your business processes. Our objective is to maintain your high quality standards while reducing your costs to enhance your competitiveness.

**Implementation** Upon implementation Mattig Management Partners will monitor the new processes to ensure that they are operating correctly, support the development of a reliable supplier network and measure progress with regard to quality. With our collaborative approach, we will integrate your team in the entire change process. This leads to an improved price/performance ratio and to sustainable, stable commitment on the part of your employees.





*« Mattig Management Partners has advised our Corporation with financial questions in an outstanding manner and has professionally led us to the conclusion of our coinciding negotiations.»*

*Dr. Gabriel Homotescu, Board President & General Manager  
Confex International SA, Bucharest (RO)*

## **Project Financing**

Project Financing is a challenging task that requires specialized knowledge. Using our comprehensive market knowledge, we reduce the financing risk for investors as well as borrowers and simplify and accelerate the implementation of your financing plans. For Project Financing, we look at the entire spectrum of supported loan options, including traditional financing instruments, European Union subsidies and government aid.

- Planning    Based on realistic and transparent business plans, discussions with investors can be simplified and clearly structured. In close collaboration with you, we develop strategies, support you in finance and liquidity planning and in the search for investors.
  
- Conducting negotiations    The expertise of our consultants as well as their active membership in specialist associations and relationships with decision-makers in financial circles reduce the financing risks for your strategic project. We participate in negotiations and support you from preparing the discussions to accompanying you to meetings with the financing partners.
  
- Reporting    We do the reporting for you or develop a transparent reporting system together with you that will make Project Management easier and build trust among your investors.



## Executive Search

Many companies are pushed to the limit when it comes to recruitment of staff in Eastern Europe. Conventional methods often do not suffice to attract highly qualified personnel for the highest levels of management. Mattig Management Partners seeks and evaluates top managers for you, thus securing your company leadership for the long term. Our expertise is based on many years of experience in Eastern Europe, particularly in Romania and Bulgaria. We are very familiar with the developments in the local labor market as well as the special capabilities of the local management staff. We also arrange contacts with expatriates.

- Analysis** Mattig Management Partners will clarify the reason for the vacancy, the corporate strategy and the profile of the ideal position holder in a confidential client discussion. Based on this initial information, we draft a job requirements profile and carry out an analysis of the target market.
- Identification** With the help of a target company list, we identify qualified candidates whom we contact directly. We review their suitability and willingness to change jobs and draw up an initial list of candidates.
- Presentation** We check the capabilities of the various applicants thoroughly in individual interviews. Their motivations, characters and expectations are clearly delineated in these discussions. We describe the most promising applicants to you in a confidential report and subsequently introduce them to you. We also support you in contract negotiations up to the hiring of the applicant of your choice.

*« Upon the successful filling of our demanding specialist and management positions in our Romanian subsidiary, you have proven that you have excellent contacts and outstanding market and industry experience. »*

*Jochen Schlimme, Human Resources Manager / Head of Corporate HR,  
Kromberg & Schubert GmbH & Co. KG, Kabel-Automobiltechnik,  
Abensberg (D)*

## The basis for our success

- Expertise Our international team, who regularly pursue advanced training opportunities, have solid educations and outstanding qualifications which complement each other, enabling them to provide optimal service at all times. At Mattig Management Partners, our clients can expect extremely well informed and highly motivated staff members.
- Networking Our services are provided within a complex network of specialists in Switzerland, Germany, Austria, Romania and Bulgaria. Our strengths include direct contacts to local, national and international decision-makers.
- Reliability Proximity to our clients and an open dialog, as part of a consistent fair business partnership are of great importance to our work. Absolute confidentiality and discretion form the basis of our client relationships.
- Commitment Our clients can expect our full commitment in resolving their obstacles. For us, a job is completed only when we have found and implemented the best possible solution for our clients in each individual case.
- Comprehensive approach The scope of our understanding is both broad and deep. Experts in a variety of professional fields work together closely in our company to implement balanced solutions tailored to our clients' specific needs. Our network is international and our expertise is interdisciplinary. We provide comprehensive support and high-quality services to our clients.

## Our company

**Background** Mattig Management Partners was founded in 2005. Mattig Management Partners was founded in 2005 by «Treuhand- und Revisionsgesellschaft Mattig-Suter und Partner», which is one of the leading and most renowned trust and audit companies in Central Switzerland.

**Board of Directors** Andreas Mattig, lic. rer. publ., holds an MA in banking and finance, president of the board of directors  
Claudia Mattig, Dipl. Lm.-Ing. ETH, delegate of the board of directors, responsible for the coordination with the audit and trust company Mattig-Suter und Partner

**The future** Mattig Management Partners is continuously expanding its field of activity.

**Your personal contact partner** If you feel that we may be the right partner for you, please contact us. We are available for personal conferences at any time and speak German, English, Romanian and Bulgarian.

### **Cristina Campean**

Project Manager

Headquarters Switzerland

crisrina.campean@mattig-management.ch

Tel +41 (0)41 819 54 60



### **Dr. Michael Divischek**

Managing Director

Branch office Pfäffikon SZ, Switzerland

michael.divischek@mattig-management.ch

Tel +41 (0)55 415 54 13

### **Barbu Mihaescu**

Managing Director

Branch office Bucharest, Romania

barbu.mihaescu@mattig-management.ro

Tel +40 (0)21 318 55 11



### **Peter Hochmuth**

Managing Partner

Branch office Timisoara, Romania

peter.hochmuth@mattig-management.ro

Tel +40 (0)356 100 66 0

### **Rudolf Reichl**

Managing Director

Branch office Vienna, Austria

rudolf.reichl@mattig-management.at

Tel +43 (0)1 505 48 01



### **Zoya Vasileva**

Managing Director

Branch office Sofia, Bulgaria

zoya.vasileva@mattig-management.bg

Tel +359 (0)2 951 68 15

## Alliances

### **Mattig-Suter und Partner Schwyz** **Treuhand- und Revisionsgesellschaft**

**Headquarters** Bahnhofstrasse 28, P.O. box 556  
CH-6431 Schwyz  
Tel +41 (0)41 819 54 00  
Fax +41 (0)41 819 54 01  
info@mattig.ch  
www.mattig.ch

**Branch office Oberer Zürichsee** Churerstrasse 77, P.O. box 347  
CH-8808 Pfäffikon SZ  
Tel +41 (0)55 415 54 00  
Fax +41 (0)55 415 54 01

**Branch office Wallis** Viktoriastrasse 15, P.O. box 512  
CH-3900 Brig  
Tel +41 (0)27 922 12 00  
Fax +41 (0)27 922 12 01

**Treuhand- und Revisionsgesellschaft  
Mattig-Suter und Partner, Zug AG** Industriestrasse 22, P.O. box 3623  
CH-6302 Zug  
Tel +41 (0)41 818 02 00  
Fax +41 (0)41 818 02 01

**Mattig, Petrescu & Partner S.R.L.  
Treuhand** Str. Dr. Iacob Felix, nr. 70, et. 4, Sector 1  
RO-11041 Bucharest  
Tel +40 (0)21 318 55 13  
Fax +40 (0)21 318 55 14  
office@mattig-petrescu.ro  
www.mattig-petrescu.ro

**Mattig Audit Swiss Partners S.R.L.** Spl. Tudor Vladimirescu, nr. 12  
RO-300195 Timisoara  
Tel +40 (0)356 100 66 0  
Fax +40 (0)356 268 854  
sofia.mihailovici@mattig-management.ro

**Retraco AG  
Schwyz** Wirtschaftsprüfung  
Bahnhofstrasse 28, P.O. box 556  
CH-6431 Schwyz  
Tel +41 (0)41 819 54 80  
Fax +41 (0)41 819 54 81  
info@retraco.ch

**Headquarters** Bahnhofstrasse 28  
**Switzerland** P.O. box 556  
CH-6431 Schwyz  
Tel +41 (0)41 819 54 60  
Fax +41 (0)41 819 54 61  
info@mattig-management.ch  
cristina.campean@mattig-management.ch  
www.mattig-management.ch

## **Mattig** Management Partners

**Branch office Pfäffikon SZ** **Mattig Management Partners**  
Churerstrasse 77  
P.O. box 347  
CH-8808 Pfäffikon SZ  
Tel +41 (0)55 415 54 13  
Fax +41 (0)55 415 54 01  
michael.divischek@mattig-management.ch

**Branch office Bucharest** **Mattig Management Partners** RO S.R.L.  
Str. Dr. Iacob Felix, nr. 70  
et. 4, Sector 1  
RO-11041 Bucharest  
Tel +40 (0)21 318 55 11  
Fax +40 (0)21 318 55 14  
barbu.mihaescu@mattig-management.ro

**Branch office Timisoara** **Mattig Management Partners TIM** S.R.L.  
Spl. Tudor Vladimirescu, nr. 12  
RO-300195 Timisoara  
Tel +40 (0)356 100 66 0  
Fax +40 (0)356 268 854  
peter.hochmuth@mattig-management.ro

**Branch office Sofia** **Mattig Management Partners**  
59 Skobelev blvd. entr. B  
BG-1606 Sofia  
Tel +359 (0)2 951 68 15  
Fax +359 (0)2 852 57 62  
zoya.vasileva@mattig-management.bg

**Branch office Vienna** **Mattig Management Partners** GesmbH  
Brucknerstrasse 8  
A-1040 Vienna  
Tel +43 (0)1 505 48 01  
Fax +43 (0)1 505 48 01 72  
rudolf.reichl@mattig-management.at

**Mattig Management Partners**