



4C GROUP AG
COMPANY PROFILE

A SHORT PORTRAIT

For more than a decade we have been operating successfully as one of the leading, independent top management consulting firms.

In the following we would like to present the values that guide us in our professional work and the advantages these values create for our clients.

Our consulting expertise is effective at the link between strategy and controlling/decision making – precisely where a company's success is decided.

A red and orange rally car is shown driving on a sand dune in a desert landscape. The car is tilted, suggesting it is navigating a steep slope. The background features rolling sand dunes under a clear sky. The text "CONSULTANTS ARE TEMPORARY CO-PILOTS" is overlaid in large, white, bold, sans-serif capital letters.

CONSULTANTS ARE TEMPORARY CO-PILOTS

Top Management is in control. Our place is right next to it.
We do everything we can to make sure that corporate controlling and decision making is optimally configured. Our goal is to get the vehicle, or rather, the company, into the fast lane. To do this, we fully exploit existing potentials and keep the focus strictly on value creation. In the process, we never lose sight of the road ahead of us.

OUR VALUES

COMPETENT

CREATIVE

CHANGE DRIVEN

CUSTOMER FOCUSED

A white rally car is shown from a high-angle perspective, splashing through a large body of water. The car is heavily splattered with mud and water, and is tilted slightly to the right. The front of the car features several sponsor logos, including 'Parilla IAME' in red and blue, and 'PIRELLI' on the front bumper and side. The text 'BETTER CONTROLS SETTLE THE RACE' is overlaid in large, bold, white, sans-serif capital letters across the center of the image.

BETTER CONTROLS SETTLE THE RACE

COMPETENT

To develop optimal controlling and decision making processes for a company is one thing. To implement this concept and transform it into daily practice is another. The goal of the implementation is not the journey, as Confucius suggests. Instead, we design the implementation process very deliberately and very precisely to be as fast, short and effective as possible. One 4C value is particularly important in this process: competence.

Competent – the first 4C value



**DETOURS ARE
SOMETIMES
BETTER SHORTCUTS**

CREATIVE

The shortest distance between two points is a straight line. Often, however, this is also a very rigid, unproductive route. For example, if you always drive straight ahead, you fail to notice the opportunities and support that are available on the left and the right. For us, creativity and intuition are often better navigators, since they allow new paths and better solutions to appear. Among the 4Cs that guide our work, one of the most exceptional values is creativity.

Creative – the second 4C value



TRUE EXCELLENCE
MEANS KEEPING THE
GRIP

CHANGE DRIVEN

Constantly changing conditions are at the heart of rallye racing. Winning demands quick reactions, staying the course with intelligence and the right strategy. We guide our clients through their change processes with considerable experience, a high level of responsibility and complete concentration on the common goal. And if the situation demands it, we temporarily take the wheel.

Change Driven – the third 4C value



THE CO-PILOT'S GOAL IS THE DRIVER'S SUCCESS

CUSTOMER FOCUSED

The strongest driving force along the way is shared ambition, combined with trust and openness. The alertness and experience of our team provide the necessary breadth of vision. The driver can count on his advisor's knowledge and expertise. He finds the optimal path to the goal for the man in control. The success for the joint effort belongs to the driver, that means top management.

Customer Focused – the fourth 4C value

OUR PHILOSOPHY

FOUR TIMES C – OUR VALUES

COMPETENT: the basis for everything. It begins with a thorough and broad education. Diversity of experience adds to its strength and conviction.

CREATIVE: the energetic ingredient. With it, knowledge and ability can develop new ways to a better solution.

CHANGE DRIVEN: the inner mindset. It provides the decisiveness we use to manage and organize change processes.

CUSTOMER FOCUSED: the “extra mile” we are ready to go. The success of our clients is how we want to be measured.

ENFORCING PERFORMANCE

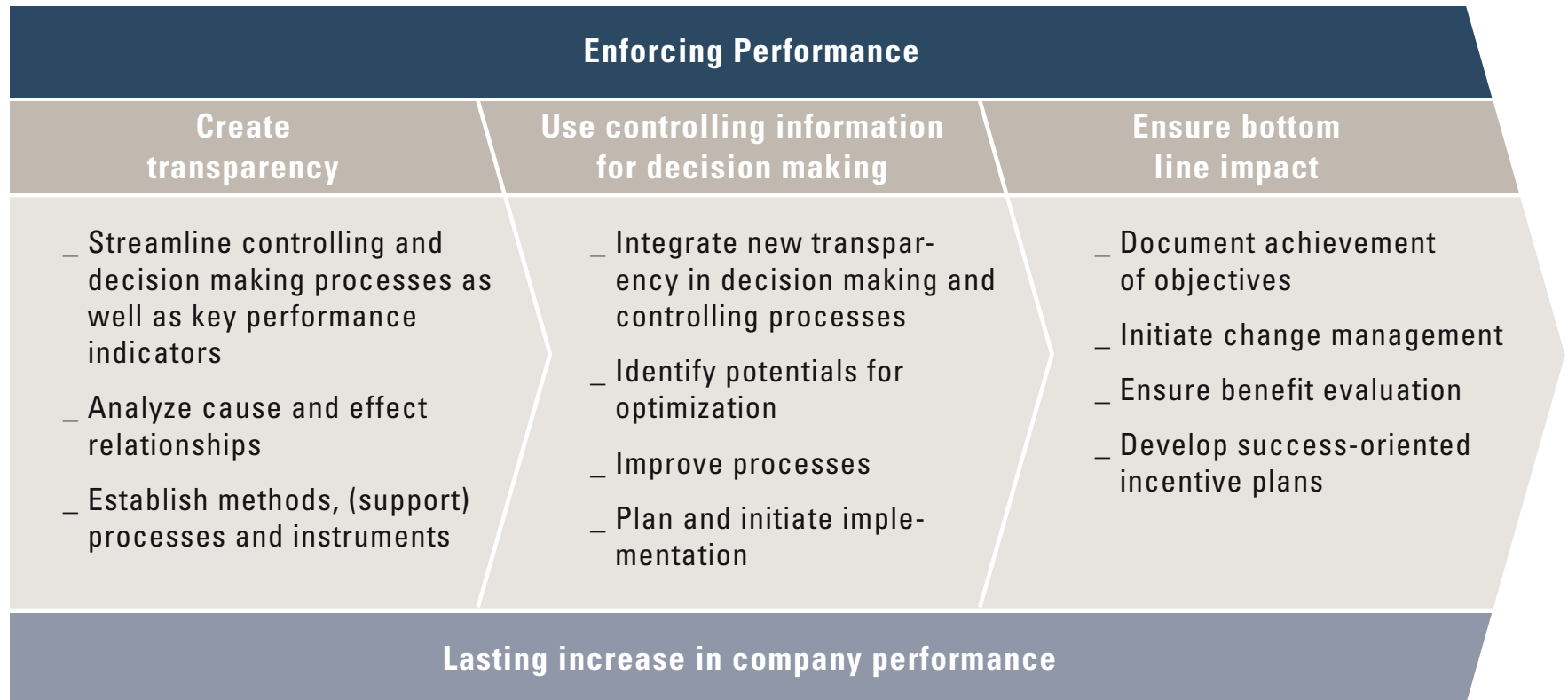


STRATEGY AND IMPLEMENTATION

We don't hover above everything on a higher plane. Yet we also don't get bogged down in the complexity of implementation. We offer a rare form of consulting that unites elements that should be together: strategy and its implementation and enforcement. Meaningfully co-ordinated, effectively combined and perfectly synchronized. An improved and tuned decision making, resulting from the joint consulting process puts our clients on the winning track faster and helps them to reach their ultimate goal: the best performance.

THREE STEPS TO SUCCESS

LOOK THROUGH. GUIDE. ENSURE

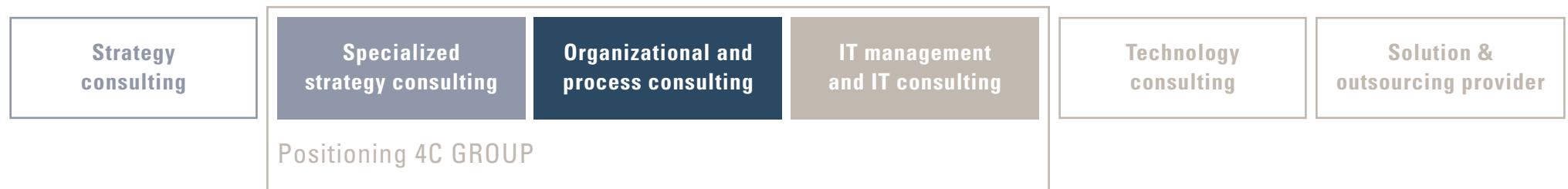


OUR SERVICES

POSITIONING AND SERVICES 4C GROUP

Consultancies with strategy or process expertise

Consultancies with implementation or technology expertise



Strategy and innovation	Corporate and group controlling	Process improvement and organizational development	Transformation and IT management
<ul style="list-style-type: none"> _ Sales and distribution strategy _ Innovation management _ IT strategy 	<ul style="list-style-type: none"> _ Performance management _ Controlling and reporting _ Planning and forecasting _ Group consolidation 	<ul style="list-style-type: none"> _ Controlling processes _ Efficiency improvement _ Business process improvement _ Reorganization 	<ul style="list-style-type: none"> _ Project Governance _ Realignment of IT platforms _ IT governance _ Project management/controlling

OUR CLIENTS

FROM – TO. 4C CLIENTS

We have clients from almost every industry. These include large corporations as well as medium-sized companies – including more than a few owner-operated businesses. We currently focus on the regions of Germany, Austria and Switzerland. However, we also support our clients in their subsidiaries around the world.

Trust is the key success factor of our daily work with our clients.

SLEEVES ROLLED UP

THINKING LIKE ENTREPRENEURS

Entrepreneurship is the credo of the 4C GROUP. This entrepreneurial orientation defines the behaviour of all our employees, beginning with the group's nine partners, who are permanently and actively involved in their projects and therefore ensure lasting results. Entrepreneurial thinking, a high sense of responsibility and exceptional goal orientation are concentrated where they are most effective – on-site.

OUR PARTNERS



HANS-MARTIN SCHNEIDER

The ultimate will to change things for the better is part of a 4C consultant's essential makeup. Anyone who can prove this talent in challenging circumstances can go far with the 4C GROUP. This applies in particular for Hans-Martin Schneider, whose assertiveness and talent to lead and motivate people is combined with a good sense of humor.

Hans-Martin Schneider holds a M.B.A. from the University of Pittsburgh, U.S.A. He is senior partner and member of the Executive Board. His consulting expertise lies in strategy and innovation as well as process improvement and organizational development.



STEPHAN GRUNWALD

For Stephan Grunwald, consulting is an entrepreneurial activity that covers many different aspects; in various industries, for companies of different sizes, in different management structures. Yet always with the same entrepreneurship. The prerequisite for this is a sound, broadly diversified business administration foundation. For him, however, the consistent implementation of a concept is the key entrepreneurial aspect of consulting that differentiates the 4C GROUP from the competition.

Stephan Grunwald holds a Master of Economics and Business Administration of the University of Siegen, Germany. He is senior partner and member of the Executive Board. His consulting expertise lies in group controlling and corporate management, process improvement and organizational development as well as strategy and innovation.



JOERG BASSEN

At 4C GROUP you will not encounter people who fit the usual consulting stereotype. And certainly not in the person of Joerg Bassen, who as an engineer stands for the principle of gravity, i. e., down-to-earthness, objectivity, consideration and thorough analysis. Not only clients benefit from his “engineer’s viewpoint” and his distinctive analytic abilities but also the firms internal exchange of experience and knowledge management.

Joerg Bassen holds a Master of Engineering and Business Administration of the University of Kaiserslautern, Germany. He is senior partner and member of the Executive Board. His consulting expertise lies in transformation and IT management, process improvement and organizational development as well as strategy and innovation.



MANUEL ISERLOH

Planning and forecasting, group consolidation, reporting, IT controlling, or project management – the necessary qualifications across these topics for a 4C consultant are similar. The commitment of those involved, however, is decisive, in order to deliver creative and individualized solutions. For Manuel Iserloh, a passionate mountain climber, there is a close parallel: success depends on the abilities of individuals and the cooperation of the team.

Manuel Iserloh holds a Master of Engineering and Business Administration of the University of Kaiserslautern, Germany. He is senior partner and member of the Executive Board. His consulting expertise lies in process improvement and organizational development, transformation and IT management as well as group controlling and corporate management.



JOERG SANDAU

For experience to be productive, it needs to be constantly updated. Joerg Sandau can attest to this. For twenty years he has been active in management, process improvement and IT consulting projects. His extensive experience helps him to conceive and above all, implement comprehensive solutions. In this process experience continues to grow. His clients, from corporations to medium-sized businesses, benefit from this.

Joerg Sandau holds a Master of Engineering of the Technical University of Dresden, Germany and is partner. His consulting expertise lies in strategy and innovation as well as process improvement and organizational development.



MARKUS NOÇON

“People who really want to help move things forward” – these are the people Markus Noçon wants. We are happy to include this quote here, since it expresses a central challenge of consulting. Namely, performing a balancing act between the corporate controlling concept on the one hand and the pragmatic implementation of methods and instruments on the other. This works best with partners on the client side who want change and actively support it.

Markus Noçon holds a Master of Engineering and Business Administration of the University of Karlsruhe, Germany and is partner. His consulting expertise lies in group controlling and corporate management as well as process improvement and organizational development.



FOCKE MEYER

Where does it begin exactly, this “extra mile” so many people talk about? For Focke Meyer it starts with real curiosity and a genuine interest in the products and processes of his clients. And it goes further when someone makes the client’s problems his own. “Success sanctifies the extra mile,” he says and is sure that decision-makers in medium-sized and owner-operated companies appreciate this attitude.

Focke Meyer holds a Master of Mathematics of the Technical University of Clausthal, Germany and is partner. His consulting expertise lies in transformation and IT management as well as process improvement and organizational development.



UWE DORST

Successful mediators usually know both sides of a problem. Uwe Dorst is such a facilitator. As an engineer he brings his technical understanding as well as equally extensive and broad expertise in business administration to the consulting process. A virtue extremely beneficial when orchestrating corporate controlling on the hand and organization and process optimization on the other hand. Particularly when it is executed in his typical style: quietly, level-headedly and deliberately.

Uwe Dorst holds a Master of Engineering and Business Administration of the University of Kaiserslautern, Germany and is partner. His consulting expertise lies in process improvement and organizational development as well as transformation and IT management.



DR. HEIKO MAUTERER

In consulting creating benefit for a customer is considered to be a given. In practice, this is not necessarily the case. At least according to Dr. Heiko Mauterer's experience in several management positions in banking. For him creating value for his clients is a key concept, that determines his thinking and actions as well as aligns his consulting work together with the customer. If reasonable, benefits – in his eyes – are to be quantified and made measurable. And that's also not self evident.

Dr. Heiko Mauterer holds a Master of Engineering and Business Administration and is partner of the 4C GROUP. His consulting expertise is in transformation and IT management, process improvement and organizational development as well as strategy and innovation.

OUR REFERENCES

INDUSTRY OVERVIEW

After the agreement with our clients we will happily share our references from the following industries: banking and insurance, financial services, utilities, retail, professional services, chemical and pharmaceuticals, health care, aviation, industrial goods, automotive as well as the public sector.

**UNLIKE
THE OTHERS**

WHAT DIFFERENTIATES THE QUALITY OF OUR CONSULTING SERVICES

We work with a small but first-class team. Our solutions have an entrepreneurial character. To us, however they are only completed once they have been adequately implemented. We enforce, promote and implement everything the right solution requires. This consulting approach sets us apart. As well as the impact that we achieve as a result.

THE CERTAINTY OF SUCCESS

DECISION MAKING MAKES THE DIFFERENCE

The “crucial point” for a company’s success originates in the decision making and controlling processes of a company. This is where we come in. We develop intelligent concepts, integrate all participating groups, focus ourselves strictly on value creation, increase speed or help to reduce complexity and provide everything the client might require for improved performance.

Our unconditional focus on “enforcing performance” is what sets us apart. As well as the results we achieve.

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