



— Company Presentation

Produktivne Executive Partners

Who We Are & Why Us · Where We Operate.



— EXECUTIVE PARTNERS

**Four founding partners.
One accountable team.**

RADOVAN MARTIŠOVIČ

Executive Interim CEO | COO | General Manager | Plant Director

AREAS OF EXPERTISE



Turnaround



Operations



Lean



M&A /
Integration



Greenfield



Advisory

SELECTED RESULTS

100%

REVENUE GROWTH

2x

PROFITABILITY

9

MONTHS BREAK-EVEN

69%→77%

OEE IMPROVEMENT





RENÉ JORDAN

Executive Interim CFO | Finance Transformation | PMI

AREAS OF EXPERTISE



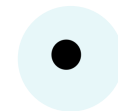
Finance



Treasury



PMI



Due Diligence



ERP



Performance

SELECTED RESULTS

+18%

OPERATING PROFIT

+20%

CREDIT LINES

D+90 → D+7

MONTH-END CLOSE

-10%

COGS REDUCTION



SILVIU TRONECI

Executive Procurement & Supply Chain Director

AREAS OF EXPERTISE



Procurement



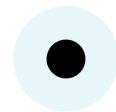
Supply Chain



Logistics



Working
Capital



Strategic
Sourcing



ESG
Procurement

SELECTED RESULTS

€200M+

SPEND MANAGED

€1M+

PROCUREMENT SAVINGS

€2.4M

LOGISTICS SAVINGS

+17%

OTIF IMPROVEMENT



DANIEL ROMAN

Executive Finance Director | FP&A | Finance Transformation

AREAS OF EXPERTISE



FP&A



Reporting



Controlling



SSC



Cash Flow



ERP

SELECTED RESULTS

-€44M

DEBT REDUCTION

+10%

EBITDA IMPROVEMENT

D+15 → D+3

REPORTING CYCLE

€0.5M

VAT SAVINGS





ROMAN

Expert Advisor | HSE | Environmental | ISO Management

AREAS OF EXPERTISE



HSE



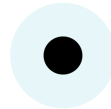
ISO 45001



ISO 14001



Environmental



Compliance



Audits

EXPERIENCE

- ✓ 20+ years in HSE and Environmental Management
- ✓ Extensive certification portfolio
- ✓ Supporting manufacturing organizations across multiple industries



PETER

Expert Advisor | Lean Transformation | Executive Coaching

AREAS OF EXPERTISE



EXPERIENCE

- ✓ 15+ years across Lean transformation, Six Sigma and executive coaching
- ✓ Trained 50+ Green Belts and coached 20+ DMAIC projects in manufacturing and administration
- ✓ Currently leads Continuous Improvement & Digital Transformation at a global industrial group
- ✓ Business coach – certify by BCTC, TCTC



PETER

Expert Advisor | Digital Transformation & IT Leadership

AREAS OF EXPERTISE



Digital & IT
Transformation



Interim CIO
Leadership



ERP & MES
Transformation



M&A & Tech
Due Diligence



Cybersecurity &
Resilience



Data, Analytics
& AI

EXPERIENCE

- ✓ 18+ years across industrial manufacturing, automotive, life sciences and IT services
- ✓ Scaled a global IT organisation from 10 to 28 professionals, governing a €2.04M multi-site transformation portfolio
- ✓ Delivered a £60M technology programme for a greenfield automotive plant in Slovakia, supporting 300,000 vehicles/year capacity



— OUR CAPABILITIES

Selected team results.

Verified outcomes our partners have delivered — prior to founding the practice.



100%

REVENUE GROWTH



2x

PROFITABILITY



+18%

OPERATING PROFIT



€1M+

PROCUREMENT SAVINGS



€2.4M

LOGISTICS SAVINGS



-€44M

DEBT REDUCTION



+30%

CAPACITY INCREASE



+8pp

OEE IMPROVEMENT



+12pp

PRODUCTIVITY IMPROVEMENT



-15%

WORKING CAPITAL REDUCTION



9

MONTHS BREAK-EVEN



D+90 → D+7

REPORTING CYCLE



— SERVICES

Four partners. One multidisciplinary team.

First-hand operating experience — what each service actually includes, and why a CEO or board should care.



Confirmed services.



01

Executive Interim / Fractional Management

Proven operators in the seat — full-time or fractional.



02

Business Transformation

Operational, financial and organizational turnarounds,
led hands-on.



03

Private Equity & Investment Support

Operating-partner diligence and post-close value
creation.



04

Supply Chain Optimization

Turning procurement, logistics and inventory into
measurable EBITDA gains.



05

Specialist Advisory

Named experts for narrow, high-stakes problems.



06

Trainings & Workshops

Capability building your team keeps after we leave.



01 Executive Interim / Fractional Management

Confirmed Service

FULL-TIME: for when the seat is empty or the situation is critical.
FRACTIONAL: recurring executive judgment at a fraction of full-time cost.

WHAT WE BRING

- **Full-Scale Operations & Plant Governance**
- **Turnaround, Crisis & Restructuring**
- **Lean Manufacturing & Process Excellence**
- **Advanced Quality & Industry Standards**

BENEFITS

- ✓ Executive in the seat within days, not months
- ✓ Zero recruitment risk, no severance, no overhead
- ✓ Held to the same standard as a permanent hire
- ✓ Every mandate closes with a defined handover

HOW IT WORKS

Full-Scale Operations & Plant Governance

A COO, GM or Plant Director running a plant end-to-end — production, quality, maintenance, HSE and P&L — with a KPI dashboard the local team can sustain.

Turnaround, Crisis & Restructuring

A CEO or COO who steps in during distress — fast root-cause diagnostic, written stabilization plan, rebuilt operating model handed to permanent leadership.

Lean Manufacturing & Process Excellence

5S, VSM, Kaizen, Kanban, SMED and Poka-Yoke — hands-on delivery on the floor, closed out with a results report your team can keep running.

Advanced Quality & Industry Standards

ISO 9001 and IATF 16949 readiness in automotive-grade environments, closed with a certification-ready report your auditors can rely on.

02 Business Transformation



Confirmed Service

"Our own first-hand expertise — used to turn around real plants and real P&Ls, not a framework we read about."

WHAT WE BRING

- **Strategic Operations & Plant Management**
- **Corporate Restructuring & Org Design**
- **M&A Integration — Design and Execution**
- **Financial Optimization & Cost Engineering**
- **Change Management & Project Governance**

BENEFITS

- ✓ Rapid, measurable cost reduction, not a shelved deck
- ✓ One multidisciplinary team — finance, ops, HSE
- ✓ Same team diagnoses and delivers — no hand-off

HOW IT WORKS

Strategic Operations & Plant Management

Turning strategy into this week's shop-floor reality — Hoshin Kanri cascades, Six Sigma discipline, TPM reliability.

Corporate Restructuring & Org Design

Redesigning who owns what — reporting lines, decision rights, span of control.

M&A Integration Plan

A concrete integration plan built before close and executed after — systems, teams and reporting lines merged on a workable timeline.

Financial Optimization & Cost Engineering

A review of key P&L and Balance Sheet lines, a priced action plan and a dashboard the team can run.

Change Management & Project Governance

Structured governance for major initiatives, plus the change management that gets new systems actually adopted.



03 Private Equity & Investment Support

Confirmed Service

"Before you sign, you want someone who has actually run a plant like this one — not just modeled it."

WHAT WE BRING

- Commercial & Operational Due Diligence
- 100-Day Value Creation Planning
- Post-Close Operating Partner Support
- Cross-Border Deal Experience

BENEFITS

- ✓ Catches operational risk before you sign, not after
- ✓ One team, one 360° view — finance, ops, HSE
- ✓ Same team executes the plan post-close
- ✓ Findings feed straight into the IC decision

HOW IT WORKS

Commercial & Operational Due Diligence

Two lenses, one team — market position and growth, plus plant capacity and cost structure. Judgment from operators, not a desk review.

100-Day Value Creation Planning

Diligence findings turned into a 100-day plan — named owners and hard milestones from day one.

Post-Close Operating Partner Support

Embedding into the portfolio company to drive the value-creation plan, not just monitor it from a board seat.

Cross-Border Deal Experience

Due diligence and post-close support delivered across Europe and Latin America.

04 Supply Chain Optimization



Confirmed Service

"We improve EBITDA where it is created every day — across suppliers, inventory, logistics and planning."

WHAT WE BRING

- **Strategic Procurement & Category Management**
- **Supply Chain Network Design**
- **Logistics & Freight Optimization**
- **Inventory & Working Capital Optimization**

BENEFITS

- ✓ Direct, measurable EBITDA impact — traceable straight to the P&L
- ✓ Fewer single-source dependencies, less exposure to disruption
- ✓ Reduced inventory without compromising service or line uptime
- ✓ Hands-on execution by senior practitioners, not an analyst team

HOW IT WORKS

Strategic Procurement & Category Mgmt

Category-by-category sourcing strategy and supplier consolidation, backed by should-cost and TCO analysis.

Supply Chain Network Design

Mapping the end-to-end network and redesigning it for cost, resilience and lead time.

Logistics & Freight Optimization

A hands-on review of freight modes, carrier contracts and warehouse flows, closed with a costed plan.

Inventory & Working Capital Optimization

Right-sizing inventory and safety stock by SKU and location — freeing up capital without hurting service levels.

05 Specialist Advisory



1 of 3 – HSE, Quality & HR

"Some problems don't need a generalist consultant. They need the one person who has solved this exact problem before."

WHAT WE BRING

- HSE & EHS Risk Management
- Quality & Compliance Systems
- HR Assessment (exploratory)

BENEFITS

- ✓ Exact specialty, for the exact duration needed
- ✓ Named experts with a documented track record
- ✓ Combinable with any other service mid-engagement
- ✓ Findings built to withstand outside scrutiny

HOW IT WORKS

HSE & EHS Risk Management

Building and auditing health, safety and environmental systems to ISO 45001 and ISO 14001, policy down to shop floor.

Quality & Compliance Systems

IATF 16949 and ISO 9001 systems built and defended in front of automotive-grade auditors.

HR Assessment · TBD

An independent read on whether people, structure and culture can deliver the strategy on the table.



05 Finance Function Optimization

2 of 3 – Specialist Advisory

"Some problems don't need a generalist consultant. They need the one person who has solved this exact problem before."

WHAT WE BRING

- Group Controlling & Finance Governance
- Capital Budget Assessment (exploratory)
- Finance & Admin Process Automation

BENEFITS

- ✓ Governance built and run by people who've owned the P&L
- ✓ A second opinion before capital or process decisions get locked in
- ✓ Same team that assesses can also implement
- ✓ No rip-and-replace — built on your existing systems

HOW IT WORKS

Group Controlling & Finance Governance

FP&A, KPI architecture and a COSO-based controls review — segregation of duties, treasury, cash, override risk.

Capital Budget Assessment · TBD

An independent second opinion before the board signs off — line-balancing, bottleneck, payback and NPV review.

Finance & Admin Process Automation · TBD

Automating high-volume manual tasks — reporting, reconciliations, approvals — on your existing Microsoft stack and ERP.

05 Audit & Risk Mitigation

3 of 3 – Specialist Advisory



"Some problems don't need a generalist consultant. They need the one person who has solved this exact problem before."

WHAT WE BRING

- Internal Controls & Fraud Risk Check
- Loss Event Investigation (exploratory)

BENEFITS

- ✓ Board- and insurer-grade rigor, not an internal memo
- ✓ Grounded in real plant-floor experience
- ✓ Clear ownership on every corrective action
- ✓ Extends our group-controlling and HSE specialties

HOW IT WORKS

Internal Controls & Fraud Risk Check · TBD

A controls health check across procurement, payments, treasury and cash, benchmarked against COSO.

Loss Event Investigation · TBD

Root-cause investigation using 5-Whys, Ishikawa and fault-tree analysis, closed with board- and insurer-grade reporting.



06 Trainings & Workshops

Confirmed Service

"We train with the humility of knowing we don't know everything — but everything we teach, we have personally lived and executed."

WHAT WE BRING

- **Interactive & Experiential Learning**
- **Advanced Methodological Training**
- **High-Impact Delivery Formats**
- **Team Building & Strategic Planning**

BENEFITS

- ✓ Every framework personally applied, not just certified academically
- ✓ Format matched to audience — execs, shop floor, distributed teams
- ✓ Stand-alone or bundled into a transformation/interim mandate

HOW IT WORKS

Interactive & Experiential Learning

LEGO-based business simulations that make operational trade-offs — cost, quality, speed — tangible.

Advanced Methodological Training

Lean fundamentals, Quality Engineering and RCA, and KPI architecture design.

High-Impact Delivery Formats

Gemba-based bootcamps on your own shop floor, and agile digital classrooms for distributed teams.

Team Building & Strategic Planning

Facilitated sessions for leadership teams that want to plan and align off-site.



— HOW WE WORK TOGETHER

The same process, for every service — confirmed or exploratory.



1

Initial Consultation

A no-obligation conversation to see if there's a fit.



2

Deep Dive

Into your environment — plant, numbers, team.



3

Defining Results

Clear, measurable outcomes agreed up front.



4

Proposal & Agreement

Pricing, service contract and NDA.



5

Collaboration

We work alongside your team, not apart from it.



6

Offboarding & Celebrating

A clean handover and shared recognition.



Which of these would make your board say ‘we should do this’?

Tell us the problem you're facing and we'll tell you which service — confirmed or exploratory — actually fits, and what it would cost to solve it.

info@produktivne.sk



— CHAPTER RESERVED

Contact

Direct contact details kept secondary — not the lead of the document.

Cross-sell: Team Building & Strategic Planning workshops can be bundled as retreats hosted at Stay & Work.

Also kept in mind, lower priority: Stay & Work, Web Shop, Business Champ — side ventures, demoted from the main narrative.