

A GENERATION CHANGE WITHIN THE POLYTEC GROUP

A NEW TEAM FOR FRESH CHALLENGES



Well equipped for fresh challenges
(from the left): Heiko Gabbert (COO), Peter Haidenek (CFO), Peter Bernscher (CSO) and Markus Huemer (CEO)

Constant change

Further development continues to be at the very top of the agenda of the new CEO. This is because in the final analysis, the POLYTEC GROUP is confronted by a highly challenging environment, in which Markus Huemer and the new Board of Directors wish to achieve success through maximum flexibility. The digitisation of numerous processes and future-oriented, organisational adjustments have already been successfully initiated and are now to be systematically pursued with the aim of raising still further the levels of creativity, innovative strength and speed within the group.

Strategic potential

This will not involve fundamental changes to the POLYTEC GROUP's three strategic cornerstones (see page 6). Moreover, although recently an increased focus was placed on organic corporate growth, Markus Huemer also envisages additional, anorganic expansion through the targeted acquisition of suitable companies. It is precisely in this regard that in the medium term, the current problematic market environment could generate new potential.

After more than thirty years at the helm, Friedrich Huemer has handed over the management of the POLYTEC GROUP to his son Markus (38), who in recent years has already injected a considerable degree of fresh impetus into the group as its COO. On 1 January 2019, Markus Huemer became the group CEO at the head of a newly appointed Board of Directors.

Very few people are as well acquainted with the POLYTEC GROUP as Markus Huemer, who quite literally grew up with the enterprise. He started work for POLYTEC in 2005 in Hörsching and during the following years got to know many of the group's international locations and hence the diversity of the organisation

and its employees. This experience formed the basis for the initiatives and programmes, which under his auspices as COO have been launched since 2014 and have initiated the transformation of the group founded by his father into an agile company with a modern corporate culture.

Fresh expertise

On 1 January 2019, Markus Huemer handed over his assignments as COO to Heiko Gabbert, who previously headed the POLYTEC GROUP's injection moulding division. As new CSO Peter Bernscher has been responsible for sales, development and marketing since August 2018. Apart from Peter Haidenek, who has been POLYTEC's successful CFO since 2011, Markus Huemer has therefore inducted two additional, first-class experts into his Board of Directors. Moreover, Friedrich Huemer will continue to be available to the POLYTEC GROUP with all his expertise, experience and corporate knowledge as a consultant. A solid basis has thus been created for entry into a successful new era. ■

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MARKUS HUEMER
(CEO as from 1 January 2019)

- **Date of birth:** 15 January 1981 (38)
- **Specialist areas of education:** Chemical plant technology, production and management, financial management
- **Career:** Various functions within the POLYTEC GROUP: Assistant to the COO, Vice-President Business Development, COO
- **Agenda:** M&A, investment management, corporate strategy, corporate communications, purchasing, IT, human resources



PETER BERNSCHER
(CSO as from 1 August 2018)

- **Date of birth:** 6 March 1968 (51)
- **Specialist areas of education:** Industrial administration, general management
- **Career:** CEO Metalservice (IT) and Veneta Nistri (IT), Member of the executive management, voestalpine Stahl Service Center (AT), CEO, voestalpine Polynorm (NL), Member of the Board, voestalpine Metal Forming Division (AT), CEO, British Steel (UK)
- **Agenda:** Sales, engineering, marketing



HEIKO GABBERT
(COO as from 1 January 2019)

- **Date of birth:** 20 March 1968 (51)
- **Specialist areas of education:** Chemical engineering and plastics technology
- **Career:** Head of Project Management, Riesselmann und Sohn (DE), Programme Manager for Vehicle Interior Systems, Faurecia (DE), Head of Engineering, Plastic Component Manufacture, Volkswagen (DE), CEO, PLASTICS business unit, POLYTEC GROUP
- **Agenda:** Operations, innovation, industrial engineering



PETER HAIDENEK
(CFO as from 1 February 2011)

- **Date of birth:** 9 June 1965 (53)
- **Specialist areas of education:** Business management, tax law and corporate accounting, production technology
- **Career:** Assistant to the Board, Lufthansa (DE), Deputy Head of Investor Relations, adidas (DE), Member of the Board, FLAMM AG (DE), Member of the Board, Chemson (AT), Senior Manager Corporate Finance, KPMG (AT)
- **Agenda:** Finances, controlling, accounting, investor relations, internal audit, legal affairs