

Your partner in Asia.

G&S
asia

CORPORATE CONSULTING



EXECUTIVE SEARCH | INTERIM MANAGEMENT | CONSULTING
TRAINING AND COACHING | MARKET ENTRY AND EXPANSION

OVERVIEW.

'G&S' stands for 'Guidance & Support'. Our Team guides and supports foreign enterprises in Asia-Pacific in the areas of:

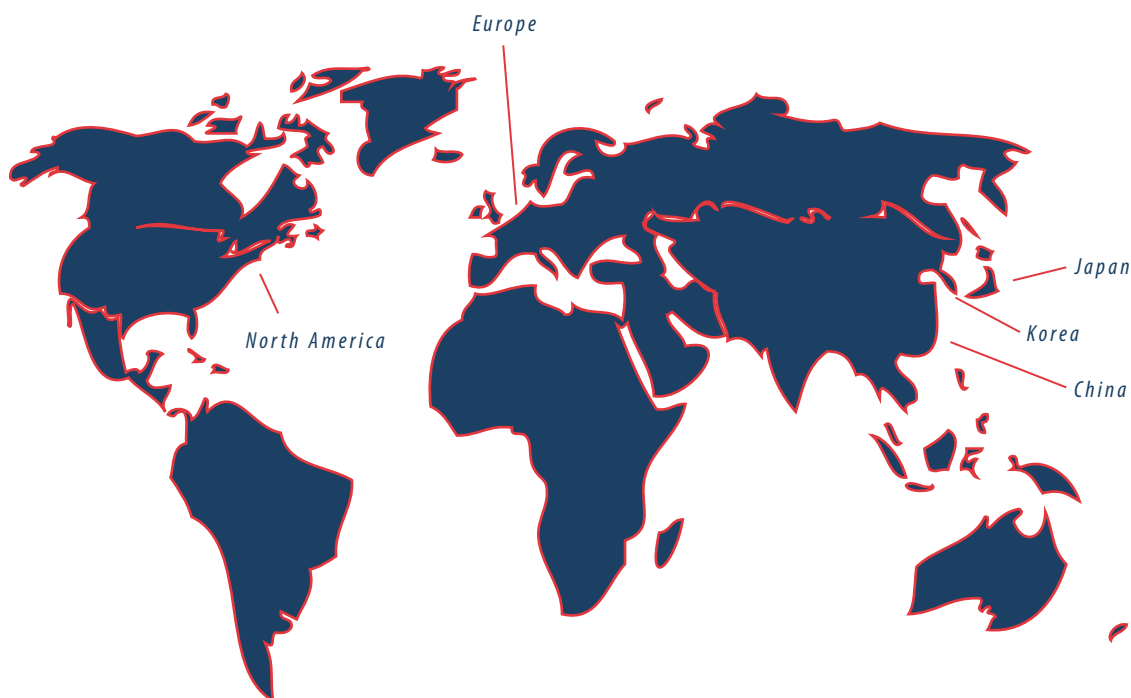
*Executive Search
Interim Management
Board Consulting
Training and Coaching
Market Entry & Expansion*

Our network is present in the major Asian markets and supports predominantly medium-sized European companies. Our focus is the support of already existing Asian subsidiaries or to assist companies who wish to establish themselves in Asia. We offer flexible and pragmatic solutions tailored to our clients' needs.

We also offer access to our portfolio of experts who are available to provide their extensive Asia-Pacific management experience.

LOCATIONS.

We have local market representations in Japan, Korea and China. All of our local team members have long-term business experience in these countries and offer support, solutions and concepts to ensure success in these markets.



SERVICES.

Our team members offer their unique expertise as well as their leadership skills to assist you. For each project we develop objectives, targets and timelines together

with you and within your budget. Our top priority is to have a transparent, pragmatic and trusted relationship with our clients.

Executive Search

Executive Search with focus on recruiting exceptional leaders is one of G&S Asia and its partners' core competencies. We understand how to identify, approach and motivate candidates with regard to the position you are looking to fill. Our consultants and researchers are business leaders

who understand your company's strategy as well as your financial and operational challenges. What differentiates us from other consulting companies are our trusted European connections, our familiarity with Asia's mentalities as well as our understanding of your corporate culture.

Interim Management

We have access to a pool of management professionals with extensive Asia experience. They can take on demanding leadership and project management tasks in all major Asian markets, especially in the areas of:

- ✓ Interim coverage of open management positions
- ✓ Crisis Management / Turnaround

- ✓ Project Management (Analyses, Market Studies, HR Assignments)

Local deployment of our interim management professionals is limited to a period of 3 -18 months.

Board Consulting

G&S Asia is offering experienced business leaders to meet the growing demand of 'corporate governance' in Asia. The function of 'outside director' is becoming increasingly important, especially since the 1998 financial crisis, and is

now a legal requirement for listed companies in countries such as Korea. Private enterprises and joint ventures can also benefit from the experience of an independent, outside board director.

Training & Coaching

Our experienced leadership & sales trainers can support change processes in your corporation. Whether you are looking to develop your sales team in Japan, to provide leadership coaching in Korea or enhancing another area within your Asian operation, we can assist you. Other

common situations would be to prepare a management team member for an assignment in Asia-Pacific or to provide a personal coach to a HQ-based manager with Asia wide responsibilities. Whatever your needs are, tailored solutions developed by us will ensure desired results.

Market Entry & Expansion

Your presence in Asia can be established using a local agent, partner in a joint venture or by setting up your own local subsidiary.

G&S Asia helps you to select the best suitable option for your needs and objectives. We will ensure a smooth and efficient set-up for your joint venture or own subsidiary, building on our long-term experience as well as our trusted business network including local law and accounting firms.

ASIA

JAPAN



G&S JAPAN K.K.

The majority of G&S Japan's clients are medium-sized European companies. Our priority is to provide timely and tailored executive search solutions next to a 360 degree service palette including market-entry consulting and IT services. G&S Japan is lead by Markus Gfeller, a seasoned business professional with 20+ years Japan experience in top tier management level positions.

SERVICE FOCUS:

- Executive Search
- Interim Management
- Board Consulting
- IT Services
- Coaching & Training
- Market Entry & Expansion

Profile: MARKUS GFELLER

As a long-term resident of Japan, Markus is an experienced senior executive with more than 20 years of local management expertise under his belt. Next to spending over 10 years at BayernLB in Tokyo and Munich as Head of Credit and in Corporate Banking, he acted as both Managing Director and President with the German technology Group HARTING and Swiss security solution provider KABA in Japan.

Markus has an extensive business network and is very active in the Swiss and German speaking communities in Tokyo. Markus speaks German, Japanese, English and French.

KOREA



G&S KOREA INC.

G&S Korea was established in 2007, joining the overall G&S Asia network. The Korean team is lead by Daniel Nyffenegger, founder and owner of G&S Korea and partner of G&S Asia. G&S Korea supports mostly Swiss and German companies that are already in Korea or that are looking to build a solid presence in that market.

Profile: DANIEL NYFFENEGGER

Daniel Nyffenegger, a Swiss national, holds a degree in Economics and Business Administration with focus on Econometrics as well as Operations Research and Commercial Law from Bern University.

Daniel spent 20 years working for Swiss Reinsurance Company, many of those in Korea as Managing Director of the Korean branch office in Seoul. After many top tier assignments, he branched out into corporate consulting in 2004, which naturally led into the creation of G&S Korea.

SERVICE FOCUS:

- Executive Search
- Interim Management
- Market Entry & Expansion



CHINA



G&S CHINA LTD.

G&S China Ltd. is located in Hong Kong, known to host the Asia-Pacific regional headquarters for many international companies. Heading G&S China Ltd., Hartwig Martius together with his team and local researchers covers the large and very promising executive search market in Hong Kong and the P.R. China.

Profile: HARTWIG MARTIUS

Hartwig entered the field of executive search after an impressive career spanning a wide variety of industries with more than twenty years spent in senior management positions in the Asia-Pacific region.

He served in the life science industry at Schering AG and Hoechst AG as well as was a board member and president for industrial products at Hoechst Japan K.K., also chairing the supervisory boards of several Hoechst / Mitsubishi joint ventures in Japan. At SGL Technik GmbH he was the subsidiary president and chairman of a worldwide unit producing technical products in carbon and graphite for the aerospace and automotive industry.

After relocating to China, Hartwig became chairman and general manager of SGL CARBON Ltd., Shanghai and chairman of several SGL supervisory boards in the Asia-Pacific region.

Hartwig's cross-cultural management expertise in Japan, China and Hong Kong coupled with his strategy consulting experience and extensive industry insights provided an excellent background as a member of the well known Boyden China executive search team.

SERVICE FOCUS:

- Executive Search
- Interim Management
- Board Consulting



“performance is
our business !”

G&S ASIA (BERLIN)

Welcome to G&S Asia in Berlin. From our office in the capital of Germany, we offer individually tailored and efficient support making use of our network of local representations and expert partner companies in Europe, North America and Asia. We are particularly equipped to assist with market-entry consulting as well as offer you access to a complete array of PR & Marketing solutions geared towards the Asian market.

SERVICE FOCUS:

- Executive Search
- Market Entry & Expansion
- PR & Marketing

Profile: TJ BRUDER

TJ has close to 20 years of Japan experience in the publishing, creative and strategy sector. Before diving into the creative strategy sector, though, he was a senior FX trader at Commerzbank AG New York. His many years in international banking were preceded by formal degrees in Finance and International Business. TJ enjoys using his dual background and empathetic mind set to assist clients with the finding of winning solutions.

> adi Consult GmbH <

KLAUS GEISLER -- Managing Partner

The company was founded by Klaus Geissler in Frankfurt in 2000. Through its extensive service offering and presence, adi Consult has developed into the only globally operating consulting and placement company specializing in the Transport and Logistics Industry.

> ACCENTA ASIA < Intercultural Management Advise & Training

GERD SCHNEIDER -- President

Accenta Asia's experienced leadership and sales trainers can support change processes in your corporation. Whether you are looking to develop your sales team in Japan, provide leadership coaching in Korea or to enhance another area within your Asian operation, we can assist you.

Other common situations would be to prepare a management team member for an assignment in Asia-Pacific or to provide a personal coach to an HQ-based manager with Asia wide responsibilities. Whatever your needs are, tailored solutions developed by us will ensure desired results.

Since international business relations become more and more a daily routine, we support managers and specialists with Cross-Cultural Trainings and Seminars for the target regions Japan, Korea, China and South East Asia. We also offer seminars such as "Doing Business with Germans/Swiss" in Europe or East Asia.

SERVICE FOCUS:

- Intercultural Management Advise & Training
- Executive Search

NORTH AMERICA

EAST COAST:

> Main(e) International Consulting LLC <

ANNETTE BOSSLER -- Owner and Managing Director

Maine(e) International Consulting LLC was founded by Annette Bossler assisting Asian, American and European companies with Marketing, Business Development and Supply Chain projects. Her industry focus lies in consumer goods as well as products and services in the renewable energy sector.

Annette Bossler holds an MA Honors Degree from Bonn University, Germany in Japanese Studies and Public & International Law. In addition to her native language German she is fluent in English and Japanese and has a basic knowledge of French and Chinese. Ms. Bossler is a U.S. Partner of G&S Japan and resides in the Northeastern part of the U.S. She possesses dual nationalities - U.S. and German.

WEST COAST:

> SpexSearch <

DAVID KIMBRO -- Managing Director

David was an executive search consultant for Korn/Ferry International for seven years in Europe, Asia, and the US earlier in his career. He holds an MBA in International Business from the University of Maryland in College Park, where he was a Lamone Entrepreneurship Scholar, and a BA in International Studies and Spanish from Washington College. He studied abroad in Mexico, England, and Spain and has lived and worked in Europe and Asia - Paris, Hong Kong, Madrid - before returning to the US. David is fluent in Spanish and has a basic understanding of French, German, and Chinese. David lives in Seattle, Washington.



“join the club !”





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