

Strategic partnership agreed

## **EMZ Partners invests in H&Z Group, a leading consultancy for global value chain management**

- On track to become European consulting champion for Circular Economy
- Further organic growth and acquisitions planned
- Largest employee investment participation program in the German consulting industry

Munich, 14<sup>th</sup> of November 2023

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H&Z Management Consulting ("H&Z"), a leading consulting firm in Europe, and EMZ Partners ("EMZ"), a renowned European investment house, have agreed on a strategic partnership. EMZ will acquire a significant stake in H&Z, providing strategic advice and support for the company's further growth. Together, the partners aim to create a European consulting champion for value chain management, transformation, and sustainability. The parties have agreed not to disclose the financial details of the investment. The transaction is subject to the approval of the antitrust authorities.

In addition to EMZ, around 120 employees will also be stakeholders in the H&Z Group following the completion of the transaction. This represents approximately two thirds of the team in the core business, making it one of the largest employee shareholder programs in the European consulting industry. About 50 percent of the employee shareholders are investing in the company for the first time.

Harald Enz, one of the three board members of H&Z says, *"EMZ's investment gives our ambitious growth targets a further strong boost. In addition to persistent organic growth, we are planning to make joint acquisitions to strengthen our core business, expand our expertise, and develop our regional presence in Central and Northern Europe."*

Klaus Maurer, Senior Partner at EMZ Partners adds, *"H&Z has impressed us from the outset with its impressive growth history and leading position in value chain management. We appreciate the corporate culture established by the management team around Stefan Aichbauer, Harald Enz and Michael Santo. This culture of a 'hands-on' mentality is fully in line with EMZ's philosophy. We are delighted to be able to help shape the future development as shareholders and partners of the management team."*

### **Our motto since the company was founded: Consulting with head, heart and hand**

H&Z was founded in Munich by Rainer Hoffmann and Thomas Zachau in 1997 as an independent consulting company with the unique approach "Consulting with head, heart and hand". From the very beginning, the focus has been on sustainable transformation and tangible results for clients. The company has continuously expanded its market position over the past 25 years and has significantly accelerated its growth since 2020. Sales have increased by an average of 30 percent per year since then. Record sales of around EUR 95 million are expected for the current year.

H&Z board members Stefan Aichbauer, Harald Enz and Michael Santo, CFO Stefan Franz, and the entire remaining management team will continue to actively support the next phase of development and remain shareholders in the company.

H&Z was advised on the transaction by Lincoln International (M&A), Hogan Lovells (Legal), KPMG (Finance & Tax) and EY-Parthenon (Commercial). EMZ's advisors are MCF Corporate Finance (M&A), goetzpartners (Commercial), Latham & Watkins (Legal), RSM Ebner Stolz (Finance & Tax), Goodwin Procter (Legal Finance / Financing Agreements) and Houlihan Lokey (Debt Advisory).

### **ABOUT H&Z**

H&Z Management Consulting stands for consulting with head, heart, and hand. The company's experts design, manage and support transformation processes with measurable results. With this unique consulting approach, H&Z ensures sustainable results for corporations and leading international SMEs. The consulting focus is on the areas of procurement, strategy & performance, sustainability & transformation, and customer experience - where H&Z is one of the leading consultancies in Europe.

WGMB recognized H&Z as a double "Hidden Champion" in 2022. In 2023 followed the "Top Consultant" Award for management consultancies.  
([www.hz.group](http://www.hz.group))

### **ABOUT EMZ**

EMZ is a leading European investment company that sees itself as a partner to medium-sized companies. Its activities focus on investments alongside founders, family shareholders and managers. At the core of EMZ's philosophy is a significant management participation in order to create a mutual partnership as shareholders.

EMZ is majority controlled by its own employees and invests the money of institutional investors from Europe. From the current fund with a volume of over 1.2 billion euros, EMZ makes investments of between 30 and 200 million euros.  
([www.emzpartners.com](http://www.emzpartners.com))

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