

Testimonial No. 1 re. Biotechnology - Diagnostics

Dr. Andreas Baltrusch

previous Chairman of the Board / CEO of CODON AG:

S & P has intensively accompanied a required change process within co.don AG over a period of 18 months. The entire project was divided into well structured subprojects by Dr. Horst Mertens with a very experienced handwriting. Under the leadership of Dr. Mertens and Dr. Schneider, S & P has provided very pragmatic proposals for a future-oriented expansion and process structure. I would recommend him and the S & P team again, if necessary, and would highly recommend S & P to other decision-makers in the LifeScience industry as a management consultancy and management coach.

Testimonial

Co.don AG is one of the world's leading specialists in cell cultivation for the joint-management of articular cartilage defects and works in the still young field of tissue engineering / regenerative medicine, i.e. at the interface between pharmaceutical and biotechnology.

S & P (Dr. Horst Mertens) was commissioned by the Management Board of co.don AG as a management consultancy firm in the transition from a production-oriented company to a market-oriented and significantly more customer-oriented company.

S & P has intensively supported the necessary change process within co.don AG over a period of 18 months. The entire project was divided into well structured subprojects by Dr. Horst Mertens, with a very experienced handwriting.

Under the leadership of Dr. Mertens and Dr. Schneider, S & P has provided very pragmatic proposals for a future-oriented expansion and process structure.

One of the most important and often inadequately observed aspects of the entrepreneurial change process are the employees. On behalf of the Management Board, Dr. Mertens has conducted very intensive, trusting discussions and workshops with all executives and teams. With a lot of empathy, he has encouraged and simulated significantly their motivation and readiness to work intensively for the changed goals.

Today, co.don AG does not only have a good structure and well-qualified, motivated employees. The company value could be increased almost tenfold within five years.

Dr. Horst Mertens in his person combines many positive aspects: he is an entrepreneur, a medical doctor, a merchant and, due to his wealth of experience, he has the skill to integrate himself and his S & P team into challenging tasks.

All in all, I felt the cooperation with the S & P team and the person Dr. Horst Mertens as very pleasant and always at the common goal oriented.

I would recommend him and the S & P team again, if necessary, and would highly recommend S & P to decision-makers in the life sciences industry as a management consultancy and management coach.

Testimonial No. 2 re. Biotechnology - Diagnostics

Dr. Lutz-Müller-Kuhrt, CEO Analyticon GmbH:

... We can fully recommend the integration of S & P (Dr. Mertens) to any company in the life science industry, which is or must actively deal with validation of its strategy and an associated adjustment of the processes, or reorientation of the organization and key actions.

Testimonial

We are a life science company with around 60 employees who have asked S & P to help them review the strategy, a desire shared by the company's shareholders and management.

Over a period of approximately one year, under the leadership of Dr. Mertens, two projects and several sessions a week led to a thorough inventory of all the company's activities. Both the technical area (product offering, process optimization), business development, marketing & sales as well as the commercial sector were equally analyzed.

S & P (Dr. Mertens) succeeded in uncovering crucial weaknesses in a surprisingly short time, in cooperation with the management and the extended management, and to formulate clear solutions. Dr. Mertens was characterized by the fact that, at every stage of the consultation and with all his recommendations, he always prioritized the development of our company - not the interests of individual

persons and groupings. All colleagues involved in the consulting project actively and energetically participated as a result of the integrative moderation and skillful leadership of Dr. Mertens.

A large number of resolutions were adopted in the context of task forces and special projects and were implemented consistently in a large number of cases. Examples include new compensation systems for business development / sales, the introduction of tools for project evaluation or the decision for targeted investment in success-critical areas. In addition, the establishment of a management committee has led to more entrepreneurial decisions being made, more broadly supported and better implemented.

We can fully recommend the integration of S & P (Dr. Mertens) to any company in the life science industry, which is or must actively deal with validation of its strategy and an associated adjustment of the processes, or reorientation of the organization and key actions.
