

THOMAS GENTSCH

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CURRICULUM VITAE



Born on the 5th of May in 1972 in Altenburg, married

QUALIFICATION PROFILE

Goal oriented manager with strong leadership skills and extensive competencies particularly in technological and innovation management, restructuring incl. personnel development, KPI controlling, tax and transfer pricing, corporate finance, corporate law as well as internal audit of international organisations:

- Managerial and functional responsibility of up to 50 employees
- Responsibility for all financial aspects of operative and strategic business planning
- Year-end close procedures, including group reporting in accordance with IFRS, HGB, US-GAAP and local GAAP's, controlling, tax, treasury and contract law (international)
- Holistic support with respect to modernisation of sales processes (projects, production and product portfolio)
- Implementation and harmonisation of consolidation and reporting systems (Oracle Hyperion HFM, Lucanet, Tagetik, CoPlanner, Corporate Planner, SAP, Navision / Business Central 365 / Nevaris, XL Cubed, MS Azure Cloud and Power BI)
- Implementation of standard AI tool MS Copilot in daily work
- Implementation, harmonisation and optimisation of controlling, accounting and production processes with respect to project and construction businesses
- Responsible for corporate tax affairs and transfer pricing
- Financial and administration support in respect of refinancing, restructuring and the incorporation of companies
- Contact person for external auditors, tax auditors, public authorities and governmental support agencies
- Fluent Business English

PROFESSIONAL EXPERIENCE AS ENTREPRENEUR / FREELANCER

06/2023 - current **Thomas Gentsch Consulting GmbH (Managing Partner)**

11/2018 - 05/2023 **Thomas Gentsch Consulting (Freelancer)**

Consulting services covering business administration, business processes and corporate transformation

Focus

- Interim financial and project management
- Controlling, budgeting and group reporting (IFRS, HGB, US-GAAP)
- Treasury, refinancing and insurance
- Treasury and working capital management
- Business valuations, M&A, demerger and post-merger integration, company incorporations
- Design of business process landscape and business restructuring
- Technology and innovation steering
- Transfer pricing and corporate taxes
- Internal audit and risk management

Approach and IT

- Use of a comprehensive business process landscape (based on SAP)
- Experience in design and implementation of SAP (ECC 6.0) and application of SAP (R/3, ECC 6.0, S/4HANA / Leonardo / Fiori) as well as Microsoft Navision / Business Central 365 / Nevaris
- Experience in the design, implementation and application of Oracle Hyperion Financial Management, Lucanet, CoPlanner, Corporate Planner, Tagetik as well as MS Azure Cloud with Data Factory and Power BI
- Implementation of standard AI tool MS Copilot in daily work

PROJECTS

10/2025 - 01/2026 IHT Innovative Haustechnik GmbH, Freyburg (Private Equity held)

Interim Manager and Interim Financial Director

- In particular, team leadership and development, analysis of existing structures and development of future-proof structures appropriate for growth, cash management, project controlling, cooperation with customers and suppliers

05/2025 - 10/2025 Saaleschule für (H)alle e.V., Halle (Saale)

Interim Manager and Interim Managing Director

- In particular, team leadership and development, analysis of current and development of future-proof structures in cooperation with club board and executive committees of Saale school (school/education, day-care center, finance, building services, club management), AI at school

10/2024 - 04/2025 tesa SE, Norderstedt

Interim Manager and Interim Head of *Shared Services* tesa SE PC & Europe

- In particular, team leadership and development, development of structures in the SSC, risk management, accounting, reporting, year-end and quarterly closing, process analysis and process development as well as migration of SAP R/3 to SAP S/4HANA, implementation of standard AI tool in daily work

03/2024 - 09/2024 tesa SE, Norderstedt

Interim Manager and Interim Head of *Finance & Accounting Services* tesa SE & PC

- In particular, team leadership and development, establishment and development of structures for SSC, risk management, accounting, reporting, year-end and quarterly closing, process analysis and process development as well as migration of SAP R/3 to SAP S/4HANA

06/2023 - 12/2023 Ölmühle Moog GmbH (Moog Organic), Lommatzsch

Interim Manager and Interim Financial Director for transformation concepts and implementation

- In particular, team leadership and development, cost accounting and product calculation, budget process, sales development and pricing, treasury, accounting and tax, reporting, year-end closing, risk management, transfer pricing, process analysis and process development as well as migration of Navision to Business Central 365

10/2021 - 10/2023 Mitteldeutsche Flughafen AG, Leipzig

Interim Manager and Interim Head of Group Controlling for financial transformation concepts and implementation for controlling department and cross-departmental

- In particular, overarching team leadership and development, strategy for airports and key accounts, budget process, rolling cash forecast, reporting, year-end closing, risk management, transfer pricing, process analysis and process development as well as evaluation and implementation of consolidation and reporting software Corporate Planner and preparation of migration of SAP R/3 to

S/4HANA

06/2021 - 09/2022 eyeo GmbH, Cologne

Interim Manager Group Finance for financial transformation concepts and implementation

- Support for implementation of group closing (Lucanet, Scopevisio, Quickbooks, Google Suite)

04/2021 - 06/2023 SIDROGA Gesellschaft für Gesundheitsprodukte mbH, Bad Ems

Interim Manager Group Finance for financial transformation concepts and implementation

- Coaching for implementation of cost of sales method, implementation of Navision, Lucanet improvements, budget, fast-close, group closing in accordance with IFRS / Spanish GAAP (Lucanet, Navision)

11/2021 - 06/2022 AVS Verkehrssicherung GmbH, Leverkusen (Private Equity held)

Interim Manager Group Finance for financial transformation concepts and implementation

- Concept, implementation and coaching for IFRS-implementation, analysis with evaluation and necessary adaption of business processes and of consolidation and reporting software (Business Central 365, Corporate Planner, OneStream, Unit4)

09/2020 - 08/2021 NORRES Management GmbH, Gelsenkirchen (Private Equity held)

Interim Manager Group Finance for financial transformation concepts and implementation

- Project management for design and implementation of MS Azure Cloud with Data Factory and Power BI via Navision and CoPlanner
- Implementation of CoPlanner for planning and execution of planning
- Execution of profit improvements (customer, products)
- Assurance of go-life dateline of implementation of Navision for subsidiary in Italy
- Analysis of existing ERP setup (Navision) as well as improvement concepts and implementation
- Advice on implementation of IFRS and cost of sales method
- Support for strategic decisions

12/2018 - 06/2020 APCOA Parking Holdings GmbH, Stuttgart (Private Equity held)

Interim Manager Group Finance

- Group closing, reporting and planning
- Exit preparation, due diligence and sale process support (Navision, Tagetik, XL Cubed)
- Communication with banks and lawyers

PROFESSIONAL EXPERIENCE AS EMPLOYEE

05/2018 - 10/2018 **Mitteldeutsche Braunkohlengesellschaft mbH, Zeitz**

Master Entity of Lignite Mining Area of Middle Germany with the Business Sectors Lignite Mining and Electricity Production, Operation of Lignite Power Plants, Production of Lignite Dust and Briquettes; group turnover of EUR 538 million, 1.860 Employees in 2017

Commercial Director

- Reporting to the CFO
- Managerial responsibility of 15 direct reports as well as a team of 40 employees
- Responsible for controlling, accounting, treasury, group reporting and controlling, taxes and transfer pricing
- Monthly group, KPI and bank reporting
- Management and consolidation of 12 subsidiaries and other group entities
- Budgeting, forecasting and monitoring thereof
- Review and optimisation of controlling, accounting and investment management processes (SAP S4/HANA)

Achievement

- Taking over the management of the treasury function by the commercial director, as a result of personnel rationalisation

07/2016 - 04/2018 **EQOS Energie Group, Foetz, Luxembourg**

Leading European service provider of overhead power line, rail electrification, communication network and engineering infrastructure; Group turnover of EUR 289 million, 2.108 Employees in 2016 (previously Alpine Bau Group; Private Equity held)

Head of Group Accounting and Controlling

- Reporting to the CFO
- Managerial responsibility of 3 direct reports as well as a team of up to 10 employees
- Responsible for group accounting, group controlling, international taxes (income tax and VAT), transfer pricing (group and subsidiaries), financial planning and M&A
- Monthly group, KPI and bank reporting
- Management and consolidation of 10 Subsidiaries and other group entities
- Budgeting, forecasting and monitoring thereof
- Review and optimisation of controlling, accounting and project management processes

Achievement

- Implementation and streamlining of group accounting and consolidation processes in Lucanet, including as well as transfer pricing process improvements (guidelines, contracts)
- Harmonisation and automation of project valuations, KPI's and reporting (Lucanet and ERP Nevaris)
- Financial and administration support in respect of refinancing and restructuring

04/2010 - 06/2016 LOHMANN GmbH & Co. KG, Neuwied

World leading producer of technical adhesive tape systems, medical and hygiene products; Group turnover of EUR 518 million, 5.475 Employees in 2014

Head of Group Accounting and Controlling

- Reporting to the CFO
- Managerial responsibility of 1 direct report and a team of up to 22 employees responsible for group accounting, group controlling, international taxes, corporate law, financial planning, innovation management and M&A
- Monthly group and KPI reporting
- Management and consolidation of 32 subsidiaries and other group entities
- Budgeting, forecasting and monitoring thereof
- Improvement and optimisation of production, finance and controlling processes as well as supervision and steering of yearly budgeting of business unit Asia Pacific onsite member of Technology Steering Committee as well as European Product Management Committee of the Group
- Responsible for corporate tax affairs (income tax and VAT) and transfer pricing (group and subsidiaries)

Achievement

- Initiation, design and implementation of a strategic Chemistry Technology Product Metric, programming and implementation of the Oracle Hyperion HFM reporting and consolidation software
- Development of a calculation tool for a standardised and efficient decision making

09/2009 - 03/2010 Family related care and professional orientation

03/2009 - 08/2009 CTDI NETHOUSE SERVICES GmbH, Malsch

Largest independent provider of worldwide repair services in the telecommunication industry (Telekom Group); Group turnover of EUR 360 million, 3.800 Employees in 2008; Sub-Group EMEA EUR 120 Mio. Turnover, 800 Employees in 2008

Head of Group Accounting

- Reporting to the Director Accounting
- Managerial responsibility of 3 direct reports and a team of up to 15 employees
- Monthly group reporting
- Management and consolidation of 5 European subsidiaries (Italy, Spain, France, U.K., Hungary)
- Budgeting, forecasting and monitoring thereof
- Responsible for corporate tax affairs (income tax and VAT) and transfer pricing (group and subsidiaries)

Achievement

- Project management of a SAP ECC 6.0 BW implementation project
- Incorporation of subsidiaries in Italy and Spain
- Implementation of SAP into the newly established subsidiaries

- Initiation and implementation of parallel accounting with SAP
- Initiation, design and implementation of a concept for efficient cooperation between group accounting and subsidiaries including shared services

12/2006 - 12/2008 H.C. STARCK GmbH, Goslar

Leading global producer of refractory metal powders and electrical conductive polymers, producing fabricated products from refractory metals and ceramic powders; Group turnover of EUR 860 million, 3.500 Employees in 2008 (previously Bayer Group; Private Equity held)

Head of Risk and Audit Management

- Reporting to the CFO
- Functional responsibility of up to 15 employees
- Management and execution of risk management and internal audit, presentation of results to management, supervising the implementation of recommendations
- Support with respect to M&A transactions
- Budgeting and monitoring thereof

Achievement

- Conceptualisation and implementation of group-wide risk management and internal audit approach (reference project at Ernst & Young)
- Management of groupwide purchase price allocation and group accounting structure improvement project (Oracle Hyperion HFM)
- Management and execution of a forensic audit of a US based subsidiary
- Timely verification of Sarbanes-Oxley Act compliance
- Integration of risk and quality management approach
- Optimisation of production and finance processes
- Conceptualisation and implementation of SAP improvements with respect to material management

11/2000 - 11/2006 ERNST & YOUNG AG, Wirtschaftsprüfungsgesellschaft, Leipzig

Big 4 Audit and Tax Consulting Company

Audit Team Lead

- Functional responsibility of up to 15 Employees
- Industries: Utilities, construction and housing industry, automotive supplier industry, technology industry, medical technology industry, pharmaceutical industry
- Functions: Audit of financial statements of single entities and groups (listed companies, privately owned companies, public sector, (national / international), evaluation of business concepts, implementation of IFRS and US-GAAP, risk management consulting, consulting and auditing relating to liberalisation of energy trading market, consulting and auditing relating to implementation of SOA 404 requirements

Achievement

- Project management with respect to implementation of an internal control system regarding to SOA 404 for the German subsidiary of a global group of

- energy and petrochemicals companies
- Project management with respect to implementation of hedge accounting for a subsidiary of an European leading utility company
- Project management with respect to implementation of IFRS for subsidiaries for an international automotive supplier company

- Functional management of evaluation of a real estate portfolio for a leading housing company of Thuringia state
- Functional management and the clearing of accounting issues reported by the German Central Bank

10/1994 - 03/1995 **DEUTSCHE VERSICHERUNGS AG, Leipzig**
Referee

07/1993 - 09/1993 **DEUTSCHE VERSICHERUNGS AG, Zwickau**
Referee

08/1990 - 08/1991 **F.W.MEYNER GmbH & Co. KG, Altenburg**
Heating Installer

ACADEMIC STUDIES, EDUCATION, MILITARY SERVICE

- 10/1996 - 10/2000 Study of Business Administration (Controlling, External / Internal Auditing), Polytechnic "Hochschule für Technik und Wirtschaft Dresden (FH)", Dresden, Diplom Kaufmann (FH), final degree 2.3 (Top 10%)
- 08/1995 - 06/1996 Specialised Secondary School (A-level), Altenburg, final degree 1.5 (best)
- 10/1993 - 09/1994 Military Services at Air Force, Aerial Surveillance
- 08/1991 - 06/1993 Apprenticeship to Insurance Referee, Allianz Lebensversicherungs AG, Stuttgart, final degree 2.0 (Top 5%)
- 09/1988 - 07/1990 Apprenticeship to Heating Installer, VEB Kreisbaubetrieb Altenburg, Altenburg, final degree 1.3 (best)

ADDITIONAL KNOWLEDGE

- Financial Accounting** IFRS – very good
 German GAAP – very good
 US-GAAP – very good
 National GAAP – good

 Corporate Tax and Corporate Law, Corporate Finance, Sarbanes-Oxley-Act, Risk Management, Treasury and Cash-Management, Operational Excellence
- Language Skills** English – Business fluent
 Russian – Basic Knowledge
- IT Skills** Operating Systems: DOS, Windows, Basic Knowledge: Unix, Novell Netware
 Software: MS Applications, SAP, Navision / Business central 365 / Nevaris, Oracle Hyperion HFM, Lucanet, CoPlanner, Corporate Planner, Tagetik, XL Cubed, MS Azure Cloud with Data Factory and Power BI, ChatGPT and MS Copilot
- Driving License** Class BE, C1E (motorcycle, passenger car, truck)