

**Hans-Joachim Kogelnik**

Ph.D. (Chemistry)

Born in 1956, married, 2 Children

During the last three decades, I held several positions in the chemical and polymers industry: Ranged from responsibilities in Research, Application Development, Marketing, Sales, Supply Chain and Operations to C-Level General Manager positions for raw material manufacturers or polymer converters. I am excited about the industry and am very much looking forward to adding value as a management advisor and interim manager for you. Typical assignments would include change processes like restructuring, turnaround, integration, technical developments and growth projects. I like to work in complex, international projects that would take advantage of my previous experience in Europe, North-America and Asia.

More about my work can be found on: www.kogelnik-interim.com

Professional Background

2013 to present **Kogelnik**

Interim Manager Chemistry + Plastics

2008 to 2013 **Klöckner Pentaplast, Montabaur, Deutschland**

The Klöckner Pentaplast Group is a global leader in rigid plastic PVC and PET films for pharmaceutical, medical device, food, electronics, and general-purpose thermoformed packaging, as well as printing and specialty applications

2011 – 2013 **CTO of Klöckner Pentaplast Group**

Managing Director of the multiple Klöckner Pentaplast Legal Entities

Member of the Board of Directors Klöckner Pentaplast Group (until change in ownership from Blackstone to Strategic Value Partners)

Globally responsible for 500 kt polymer films production with sales of 1,300 m€, 300 m€ budget and 2,400 employees in 18 sites worldwide.

- Management of all global operations and technology functions of the kp Group and a greenfield investment in China
- Development and implementation of best in class productivity at all global kp sites

2008 – 2011 **President and COO of Klöckner Pentaplast, Europe**

Managing Director of the Klöckner Pentaplast Verwaltungs-GmbH
Member of the Board of Directors Klöckner Pentaplast Group (Blackstone)

Responsible for 650 m€ sales, 210 m€ budget and 1,600 employees in Germany, Switzerland, Spain, Portugal, Great Britain and Russia

- Management of the entire European kp business with EBITDA turnaround (EBITDA + 24 %)
- Productivity improvements through consolidation of organizations, processes, assets and sites (Productivity + 20 %; Claims - 40 %)

2005 to 2008 Lanxess Deutschland GmbH, Leverkusen, Germany

Lanxess is a leading global specialty chemicals company. The core business is the development, manufacturing and marketing of plastics, rubber, intermediates and specialty chemicals.

2007 – 2008 Member of the Advisory Board of the JV INEOS ABS

Representative of the Lanxess interest in the JV, Advisor to the Lanxess Board regarding the development of the Ineos ABS JV and Lanxess representative for solving all operational JV issues

2005 – 2007 Global Head of Business Unit Lustran Polymers (ABS Resin)

Chairman of the Board of the Indian Lanxess ABS Ltd. listed at the National Stock Exchange (NSE) and Bombay Stock Exchange (BSE) as well as Chairman of the Spanish Legal Entity Lustran Polymers S.L.

Responsible for 900 m€ sales, 200 m€ budget and 1,600 employees in Germany, Spain, USA, Brazil, Thailand and India

- Turnaround of the historically underperforming business unit Styrenic Resins (EBITDA + 100 m€)
- Business strategy change from the former volume driven focus to the maximization of the product margins

2002 to 2004 Bayer Polymers and Bayer MaterialScience, Leverkusen, Germany

Bayer MaterialScience is a leading global manufacturer of premium polymer materials i.e. Polycarbonates, Polyurethane raw materials as well as innovative system solutions

2003 – 2004 Head of Global Operations Styrenics (ABS and PC/ABS Resin)

Responsible for production assets of 600 kt/a total capacity and 2,200 employees in Germany, Spain, USA, Brazil, Thailand and India

- Carve out of the Styrenics business from Bayer Polymers into Lanxess AG and set up of a new global business structure
- Identification of suitable managers for the to be carved out business unit and convincing them to join the newly formed company Lanxess

2002 – 2003

Global Head of Polymers Innovation

Responsible for all polymer research activities, a research budget of 350 m€ and 950 employees

- Integration and strategic repositioning of four independent research resorts and two departments of central research into the new innovation organization
- Refocusing of the R&D project portfolio; adjustment of the staffing, lab capacities and processes to meet the individual market driven requirements

2000 to 2002

Bayer AG, Business Unit Polyurethanes, Leverkusen, Germany

Bayer Polyurethanes is a leading global manufacturer of Polyurethane raw materials and innovative system solutions. Polyurethanes are mainly used as foamed polymers in automotive, construction, furniture, electronics as well as specialty segments

2002 – 2002

Global Head of Production

Responsible for production assets of 2.000 kt annual capacity in Germany, Spain, Belgium, USA, Brazil, for sales of 3.600 m€, a budget of 1.000 m€ and 2,500 employees

- Development and implementation of a global manufacturing excellence program to continuously improve the manufacturing costs of all assets
- Responsible for the governmental business license for building and operating an Isocyanates production site in China

2000 – 2001

Global Head of Strategic Marketing and Supply Chain Management

Continuation of the previous function, now positioned in Europe and combined with the additional responsibility for the Global Marketing, sales of 3.600 m€ and 420 employees

- Repositioning of the global marketing organization into a global product management and regional sales and marketing units
- Implementation of the regional supply chain management structure in Europe, NAFTA, South America and Asia

1999 to 2000 Bayer Corporation, Business Unit Polyurethanes, Pittsburgh USA

Bayer Corporation is the North American subsidiary of Bayer AG and the corporate center of the North American businesses of Bayer CropScience, Bayer Healthcare and Bayer MaterialScience

2000 – 2000 Global Head of Supply Chain Management

Responsible for the production planning and distribution of products with a sales volume of 3.600 m€ utilizing 200 employees

- Cost reduction and efficiency improvements through the development and the implementation of a newly formed regional supply chain organization
- Management through global KPI's and regional implementation

1999 – 2000 Executive Vice President Bayer Cororation and President of Polyurethanes Division; Member of the Board of Bayer Corporation

Responsible for US \$ 850m sales, 1,500 employees and production sites in Baytown, Texas and New Martinsville, West Virginia

- Acquisition and integration of the Lyondell Polyol business (US \$ 2,450m) with sales of US \$ 800m, 750 employees and production sites in Channelview Texas, South Charleston and Institute, West Virginia
- Integration of the different management cultures; product portfolios, sites, assets and realization of synergies

1995 to 1998 Bayer AG, Business Unit Polyurethanes, Leverkusen, Germany

1997 – 1998 General Manager of Global Business Unit Integral Skin & Elastomers and Global Head of Polyol Product Management

Continuation of the previous function and additionally responsible for the Global Product Management of 400 kt/a Polyol; Member of the Polyol Acquisition Team

1995 – 1997 General Manager of Global Business Unit Integral Skin & Elastomers

Responsible for sales of 300 m€ and 200 employees worldwide

- 1988 to 1995** **Bayer Corporation, Business Unit Polyurethanes, Pittsburgh USA**
- 1994 – 1995** **Vice President Automotive Business Group and MDI Product Management**
- Responsible for sales of US \$ 175m, 150 employees and regional product management of 200 kt/a MDI (Isocyanate)
- 1992 – 1994** **Director Automotive Business Group, Application Development**
- 1992 – 1992** **Manager Automotive RIM, Application Development**
- 1991 – 1992** **Section Manager, Specialties, Application Development**
- 1988 – 1991** **Group Leader Cast Elastomers, Application Development**
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- 1985 to 1988** **Bayer AG, Geschäftsbereich Polyurethane, Leverkusen, Deutschland**
- Development Chemist, Automotive Flexible Foam and HR**
Appointee of the Application Development Department

Education

- 1994** **Michigan State University, Executive Business School, USA**
Executive Business Program
- 1975 – 1985** **Technical University (RWTH) Aachen, Germany**
- 1982 – 1985** **Theses at the Institute of Organic Chemistry**
Doctor of Philosophy (PhD)
- 1975 – 1982** **Chemistry undergraduate and post graduate studies**
Master's Degree

Languages

German (Mother Tongue), English (Business fluent; written and spoken)

International Experience

Europe, North America, South America, South-East Asia, India



Dr. Hans-Joachim Kogelnic
Interim Manager Chemistry + Plastics

Offenbachstraße 16
D-51467 Bergisch Gladbach

+49 (0) 151 – 174 771 92
hjk@kogelnic-interim.com