

OC&C Perspectives

October 2024





Pet remains an attractive category for investors, especially in times of economic turbulence

Why Investors Like Pet



Continued premiumisation, driven by humanisation



Pet ownership surge



Resilience through economic downturns



High margins (relative to other consumer goods categories)



Expandability into new products and subcategories



Prevalence of disruptive models

There are three key attractive areas for investors: food and treats, contract manufacturing and 'beyond food' e.g. services, tech

Key Opportunities for Investors



Branded Food & Treats

In summary: Large, growing and resilient category, with significant headroom in premium and a number of high growth segments



Pet Contract Manufacturing

In summary: Strong underlying growth with demand from both CPGs and niche disruptors, and a number of clear value creation levers



Beyond Food

In summary: Emerging platforms that represent interesting investment opportunities, alongside a number of other fragmented spaces that have scope for professionalization

Agenda

Branded Food & Treats

Pet Contract Manufacturing

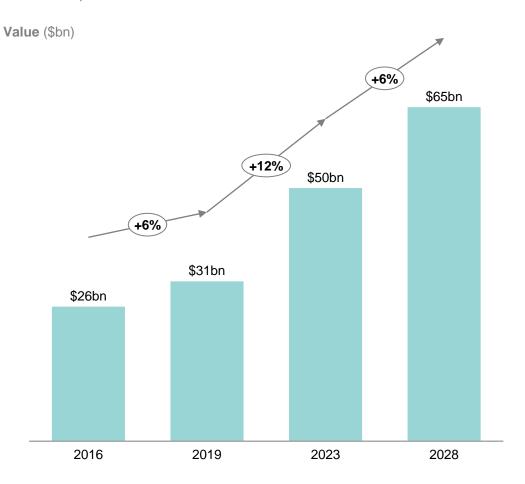
Beyond Food

OC&C Experience



The US Dog & Cat Food & Treats market is large and the market outlook is strong – with premium headroom remaining to go after

Total US Dog & Cat Food Market (2016-2028F)



Market Dynamics

- US Dog & Cat Food & Treats is a c.\$50bn market – with Dog accounting for around two-thirds of spend, but Cat growing faster in recent years
- Long-run growth has been primarily driven by premiumisation, while Coviddriven volume growth followed by high inflation have driven accelerated value growth since 2019 (although volume growth has slowed in last 2 years)
- Growth is expected to return to normal, pre-Covid levels over the next c.3-5 years, driven by premiumisation resuming
 - Whilst the premium segment is now well-developed (c.30% of volume in Dog, c.10-15% in Cat), there is further headroom – expected to come from innovation in superpremium

There are a number of attractive areas and high-growth segments of the market

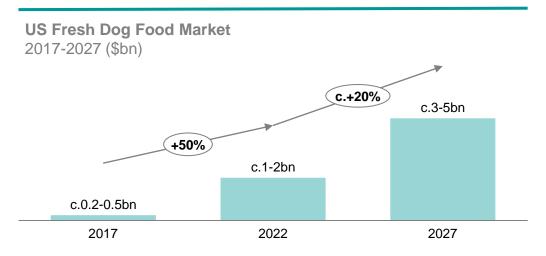
Key Trends in High Growth Segments

- 1
- Rapid growth of minimally processed fresh or raw pet food (historically driven by retail-first strategy of market incumbents e.g. Freshpet) – typically sold refrigerated or frozen and made with natural or human-grade ingredients
- Growth expected to continue supported by DTC unlocking a new customer segment
- 2
- Prevalence of ambient super-premium formats, e.g. freeze-dried, raw-coated, and slow-cooked, which provide a
 convenient route into super premium including co-manufacturers focusing in freeze-dried
- 3
- Growth of mixers / toppers and explicit mixed feeding cues offering accessible trade-up options
- 4
- 'Functional natural' food blurring the boundaries between natural and scientific segments, offering natural products with specific health benefit claims without being "vet recommended" and at a lower price point
- 5
- Significant growth in the premium cat food space, especially soft natural propositions that leverage natural cues with emotive positioning (e.g. Tiki and Weruva)
- 6
- Emergence of ESG-led / plant-based propositions, particularly outside core food e.g. in treats, supplements, toys, packaging has spurred a number of successful ESG pioneers (e.g. Jiminys, Natural Balance)
- 7
- **Growth of single ingredient treats** playing into both protein (e.g. emphasizing share of protein on packaging) and 'clean' ingredient trends

The fresh segment has seen rapid growth with players in this space emphasizing natural or human-grade ingredients

Fresh Pet Food

Fresh has seen rapid growth, with significant headroom for growth



- Fresh is 10-15% of the premium segment, with growth driven by retail-first strategy of market incumbents (e.g., FreshPet)
 - The presence of FreshPet products in retail settings was key to driving market awareness and early adoption in the US – higher than in European markets, which were DTC-led
- Experts expect fresh dog food to reach 30-40% penetration at maturity
- DTC will accelerate growth as it unlocks new customer segments (online shoppers) and drives customer loyalty via subscription model

Players emphasize natural or human-grade ingredients

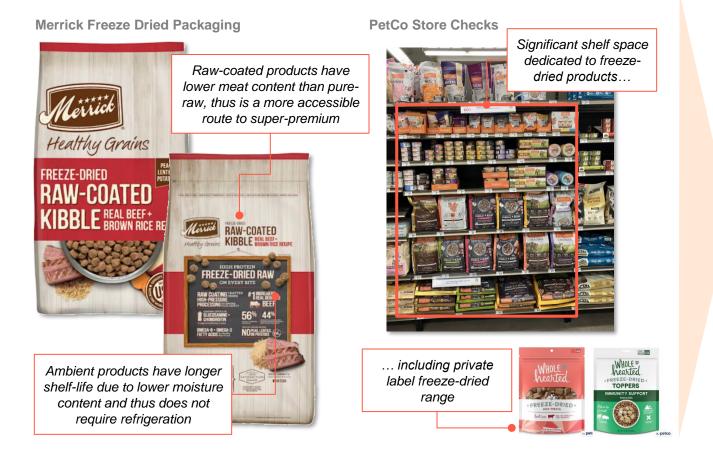


- Premium Distribution e.g. Wholefoods
- Sustainable Brand marketing focus on ESG credentials, e.g. 100% wind-powered kitchens
- Growing Share in Premium grew from 9% to 16% of premium wet dog food from 2016-21



Ambient super-premium formats are highly developed in the US, including focus here from contract manufacturers

Rise of Ambient Super-Premium Pet Food



Key Implications

- Ambient superpremium provides a convenient and cheaper route into super-premium
 - Some brands
 offer both frozen raw and freeze dried products,
 providing a
 convenient option
 alongside a
 super-premium
 option
- Major specialists

 (incl. Petco, and
 PetSmart) commit
 significant space to
 freeze-dried brands
 and offer their own
 private label range

^{1.} Topper refers to product that is added on top of a pet's regular meal, usually to enhance its flavor, nutritional value or appeal Source: OC&C analysis

Mixed feeding and topper products is a fast growth space, presenting opportunities to consumers for accessible trade-up

Mixed Feeding

Mixed feeding and topper products are designed to be added to dry kibble to improve their taste and nutritional profile

Petcurean and Tiki Packaging



Palatability enhancement -'Add moisture to your cat's diet', 'Flavor booster'

Ingredients include active ingredients e.g. alucosamine



FDM sales of General Mill's lines of flavor-enhancing products grew by more than 27%pa between '19-'23 vs. overall brand growth of 13%pa

Many toppers offer an explicit functional benefit (e.g. health or life stage angle) or improve palatability

Petcurean and Tiki Packaging



Meal topper with functional benefits (e.g. joint care) clearly highlighted in product name



Tiki topper range
has 'Top their
meal with
functional
benefits' tagline –
e.g. skin & coat,
fussy, baby, silver,
etc.

Brands are increasingly using toppers and explicit mixed feeding cues as an accessible way to bring consumers to premium

Instinct Product Packaging



More accessible price-point than pure freeze-dried – c.\$5/lb vs c.\$34/lb

Mix of meat pieces offers nutrition and taste enhancement



Functional benefits of raw clearly highlighted

Clear mixed feeding cues on packaging

Source: Nielsen, OC&C analysis

OCC_Consumer Perspectives_US Pet_July 2024 v2 | © OC&C Strategy Consultants 2022

'Functional natural' is growing fast; hybrid brands play here, straddling (and blurring the boundaries of) the natural and scientific categories

Functional Natural

'Functional natural' products address a broader range of pet parent needs in a single product – delivering on health benefits whilst maintaining the humanisation of natural food

Playbook for Functional Natural Brands

Claims

- Leverage functional and health benefit claims (e.g. skin/coat) with added vitamins, minerals and nutrients unlikely to be found in more natural brands, while maintaining natural cues
- Unable to claim vet recommendation

Price

- Limited mainstream brands with functional natural leaning premium outside of a few scale mainstream players (e.g. Purina One)
- However, plays at a lower price point vs scientific

Channel

 Functional natural presence across both FDM and pet specialty channels – premium brands skew towards pet specialty, while more mainstream within FDM

Format

- Dry is the largest format (~90% volume, ~75% value);
- However, winning brands play effectively across wet and dry formats

Leading brands play across both wet and dry formulas

Product Examples from Select Brands

Dry Formulations













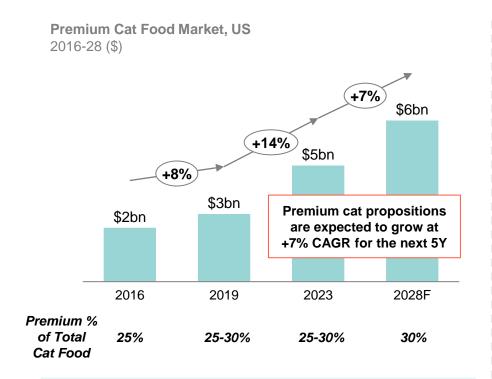
Recent sales of functional natural cat food have outperformed the overall cat food market, growing at c.15% pa '19-'23 vs. 10%pa overall market growth

Source: OC&C analysis

OCC_Consumer Perspectives_US Pet_July 2024 v2 | © OC&C Strategy Consultants 2022

US premium cat food is driving growth of the market, with soft natural the winning proposition here

Premium Cat Food & Soft Natural



- Natural makes ~60% of the premium cat segment...
- Within this, soft natural accounts for the majority of consumer spend (~70% of natural), as it delivers on cat parent expectations of both quality and palatability / emotion

predominant natural format and has seen strong growth Soft vs Hard Natural Natural cues but no explicit claims, Definition typically more emotive Soft **Natural** Bright colors and playful illustrations, with emotive "natural" claims (e.g. "Grain- free") Ingredient focused, explicitly **Definition** claims natural Prominent ingredient Hard transparency **Natural** and natural claims (e.g. Examples necessary ingredients only)

Source: Nielson, Euromonitor, OC&C Market Model, OC&C analysis

OCC_Consumer Perspectives_US Pet_July 2024 v2 | © OC&C Strategy Consultants 2022

Soft natural is the

Within soft natural cat food, there are a number of potentially attractive assets

Case Studies – Premium Soft Natural Players

Illustrative

	i icililalii oon itatal	mastrative .							
	whitebridge pet brand	e II II	+50% '19-22 Sales Growth ¹	WERU	, /A	+10% '19-22 Sales Growth ¹	mp l	ET FOOD	+50% '19-22 Sales Growth ¹
Overview	Whitebridge owns a portfolio of pet brands incl. Tiki, a fast growing wet-led soft natural brand			Weruva is a family-owned cat-first brand specializing in wet soft natural food		MPM is a rapidly growing PE- backed portfolio of wet-led cat-first natural food brands			
Geo Focus	Scale North American presence through Tiki with European presence under Schesir; 50-65% of revenue concentrated in US			Scale North American presence with some exposure to ANZ		International focus (60-70% non- North America), with Reveal brand US-focused			
US Cat Food Sales (2023)	c.\$125-150m		c.\$110-115m		c.\$75-100m				
Channels	•	Online: 25-30%	FDM: -	Pet Speciality: 70-75%	Online: 25-30%	FDM: -	Pet Speciality: 45-50%	Online: 10-15%	FDM: 35-40%
Key Brands & Categories	 Tiki: Scale US cat-first (>95% volume) wet-led premium soft natural brand (c. \$125-150m) Schesir: Tiki European equivalent (c. \$100-200m) Petite Cuisine: US premium wet cat food brand (c. \$2-5m) Other dog treats and pet supplement brands (e.g. Cloud Star and Grizzly) 		 Cat (c.70% of sales): Weruva, Cats in the Kitchen, Best Feline Friend, Truluxe, Pumpkin Patch Up Dog (c.30% of sales): Dogs in the Kitchen, Dogs Meals 'n' More 		 Reveal: Wet-led premium soft natural (US & CA only; 35-50m) Encore: Wet-led hard natural real meat play (UK/EU focus) Applaws: Wet hard natural with over ~95% in cat (40-50m in US; sig. global presence) Nature's Calling: Natural, biodegradable cat litter (EU focus) 				

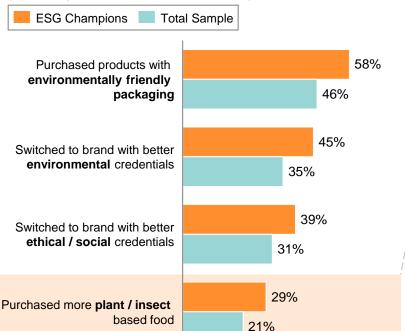
^{1.} Sales growth for US Cat Food brands only Source: OC&C analysis

Plant-based remains a small, but not insignificant, segment of the pet food market, with brands developing propositions to play here

Plant-Based Propositions

~20% of consumers have either partially or completely switched to vegan pet food to improve the sustainability of their purchases

Actions taken to Improve Sustainability of Purchases^{1,2} (% of Respondents Who Have Switched)



This has spurred a few successful ESG pioneers that are developing sustainable vegan products while also delivering on health and taste...



Uses insect-based protein and local sourcing to reduce env. footprint

Reinforces nutritional benefits of key ingredients

Leads on "Plant powered", then "Vegetarian"

Focus on nutritional balance and completeness of meal



...And retailers are stocking a broad range of plantbased SKUs in the treats category – reflecting higher propensity for trailing

Plant-Based Treats Examples in US Petco and PetSmart





Source: Consumer Survey 2022, OC&C analysis

OCC_Consumer Perspectives_US Pet_July 2024 v2 | © OC&C Strategy Consultants 2022

^{1.} Which, if any, of the following have you done specifically to try to make your pet purchases more sustainable?

^{2.} ESG Champions defined as consumers that answered "Addressing sustainability is very important to me – it is a core part of who I am today."

The growth of single-ingredient product formats, notably in treats, plays into broader protein and clean ingredient trends

Single Ingredient Format

Single-ingredient products, particularly in pet treats, are rising in popularity

- Rising popularity in single-ingredient stem from increased consumer demand for transparency, simplicity and health-conscious options in pet nutrition, driven by humanization and attitudes towards pets
- Aligns closely with other trends, e.g.:
 - High-protein diets: singleingredient meat-based treats act as good sources of protein
 - Clean label: single-ingredient products are typically minimally processed and are considered 'clean'



Simple-ingredient treats that are devoid of fillers, preservatives or artificial additives ("100% all-natural") offer a sense of increased quality and purity/safety



Nacho

Nacho

Only whole,
minimally processed,
single sourced,
animal protein No preservatives Great also as a topper -

Ingredients:
Chicken broast.

Guaranteed Analysis:
Crude Postein, min. 75/0%; Crude Fot, min. 2.0%; Crude
Fiber, mor. 3.0%; Moisture, mor. 8.0%.

Nacho Eats sales have grown at ~60%pa '21-'23



Agenda

Branded Food & Treats

Pet Contract Manufacturing

Beyond Food

OC&C Experience



Co-manufacturing is an attractive space for investment, with a number of clear value creation levers

Why Investors Like Contract Manufacturing

Strong underlying growth, as 1) <u>CPGs increasingly look to optimize their own footprint and focus investment on areas of strength and differentiation and 2) niche disruptors gain presence but do not have the volume or capital to warrant owned manufacturing, resulting in increased demand and appetite for outsourcing to the best contract manufacturers</u>



For Private Equity...

Attractive way to get into a category with underlying tailwinds, but where brands are valued at very high multiples, while also providing risk mitigation potential as individual brands come and go, but the category trend is more enduring



For Contract
Manufacturers...

M&A opportunities are plentiful, with a fragmented landscape across many categories and material opportunity to drive synergies and scale benefit across the value chain, with numerous roll-up / platform strategy success stories (typically driven by PE owners)



For Private Label Manufacturers...

Opportunity to transition into an attractive adjacent space that enables PL players to leverage their core manufacturing expertise while building exposure to higher growth brand-led spaces and benefit from greater security in demand (e.g. longer-term contracts and no annual re-tendering process)

Within Pet, there are a number of co-manufacturers with a handful playing in niche and innovative parts of the market

Supplier Landscape – Co-Manufacturers

Non-Exhaustive

Examples of Co-Manufacturers by Format Type

List of 'Innovative' Co-Manufacturers

Mainstream Contract Manufacturers Serving Traditional Food Types & Formats		
RED COLLAR Rush Direct Inc. PET FOODS PET FOODS PET FOODS PET FOODS ADM: DIRECT INC. PET PRODUCTS ALPHIA CENTRAL		
PetDine GARDEN & PET		

Innovative Contract Manufacturers Serving Niche and Disruptive Players			
BrightF	et o group		
TEPHEPO	Raw Advantage Processing ¹		
O F A R	VITAL ESSENTIALS		

	Description	Pet Food Rev. (\$m)	# of Faci- lities	Owner- ship	Formats Served
BrightPet	Leading developer and contract mfg. of premium and super-premium pet food	\$50m	4	Alvarez & Marsal	Dry, wet, raw/frozen/refri gerated and treats across dog and cat
Raw Advantage Processing	Co-manufacturer of freeze-dried and frozen raw pet food based in OR	n.a.	n.a.	Alvarez & Marsal	Raw/frozen/refri gerated and treats across dog and cat
Shepheard Boy Farms	Co-manufacturer of premium freeze-dried single-ingredient pet food	c.\$5m	n.a.	Private (Family- owned)	Frozen, freeze- dried and treats for dogs and cats
Vital Essentials	Co-manufacturer of premium freeze-dried and frozen raw pet food	c.\$5m	n.a.	Carnivore Meat Company	Frozen and freeze-dried pet food across dog and cat

^{1.} Acquired by Bright Pet in June 2023 Source: Desk research, Company websites, OC&C analysis

Agenda

Branded Food & Treats

Pet Contract Manufacturing

Beyond Food

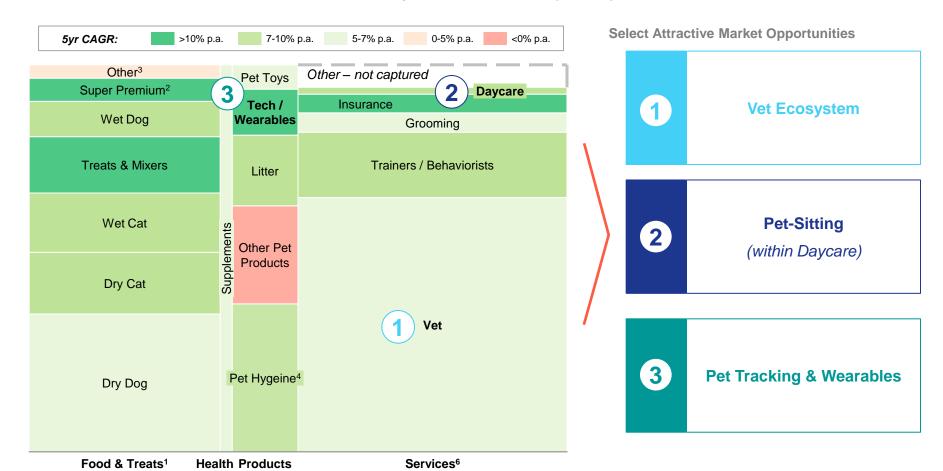
OC&C Experience



There are large, growing segments in Pet beyond food - while many are fragmented, platforms are emerging that offer investment opportunities

Pet Products & Services Global Market Size, and 5yr Forecast Growth (\$bn, %)

Global - Highly indicative



^{1.} Personalized and plant-based products included within dry, wet and other food segments

OCC_Consumer Perspectives_US Pet_July 2024 v2 | © OC&C Strategy Consultants 2022



^{2.} Includes Fresh, Raw, Freeze-dried and Air-dried pet food

^{3.} Includes Bird Food, Fish Food and Small Mammal / Reptile food

^{4.} Includes shampoos, conditioners, shear and trimming tools, combs, brushes and others

^{5.} Includes pet homes, feeding bowls, animal carriers, grooming products etc

Source: Euromonitor, Desk Research, Chewy Dec. 2023 Investor Day Presentation, OC&C analysis

^{6.} Excludes Nutritional Advice and Breeding / Adoption services, unless provided through a veterinary service 7. Based on Chewy's December 2023 Investor Day Presentation

In particular, we see emerging platforms in the vet ecosystem, petsitting and pet trackables spaces – other areas could move this way

Select Attractive Market Opportunities Beyond Food

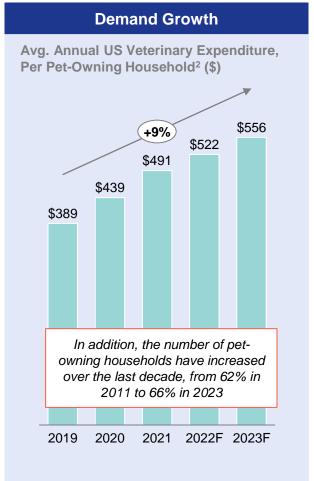
		Proposition	Business Model	Why We Like The Market
1	Vet Tech	Veterinary services provide medical care and treatment for pets. Vet practices can utilize various software tools to drive revenue / efficiency, e.g. scheduling, CRM, management of other revenue streams e.g. drug sales	Software (typically SaaS)	 Vet tech is a fast growth market (2-5% 2017-21), underpinned by strong demand growth in the vet services end market Significant headroom, with IT spend in the vet industry much lower than adjacent industries
2	Pet-Sitting	Pet sitting services allow owners to find pet sitters while the owners travel. These services are found either via an online platform or locally in-person Alternative daycare services include kennels, pet-hotels, or boarding services	Pet sitting services use a subscription and/or sitter fee per night charging model	 Emerging online pet-sitting platforms have seen high growth (~35-50%p.a. 2019-23) vs rest of market Significant headroom for further growth (online represents 10-20% of pet sitting market)
3	Pet Tracking & Wearables	Pet tracking and wearables services enable owners to monitor their pets' location and health through GPS devices and smart collars	Upfront technology cost and ongoing subscription fee	 High growth segment of the pet market (>20%p.a, 2019-23) Significant headroom for further customer penetration vs other developed markets (0.5% vs 1.1-1.3%, respectively)

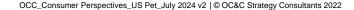


The vet market is large and growing with a steadily growing number of vet practices (+1-2%p.a) and growth in spend on vets (+9%p.a)

Vet Market Drivers, 2019-23(F)









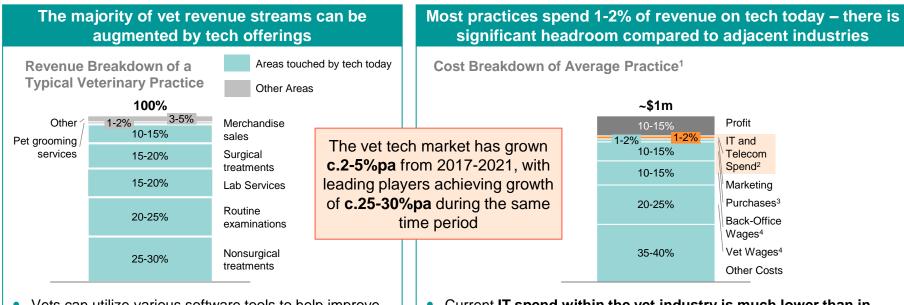
^{1. 2021} to 2023 values were forecasted from 2020 using historical (2017-21) CAGR $\,$

^{2.} Based on US Bureau of Labor Statistics. 2022 and 2023 values were forecasted from 2021 using historical (2017-21) CAGR Source: US Bureau of Labor Statistics, APPA National Pet Owners Survey, American Veterinary Medical Association, OC&C analysis



Veterinary tech represents an attractive investment area, given its key role in operations and significant headroom opportunity

Role of Tech in Vet Ecosystem



- Vets can utilize various software tools to help improve revenue streams, eg:
 - Using a direct scheduling system can increase convenience for pet owners while reducing admin **burden** on staff
 - Using data from CRM tools to create targeted marketing campaign for specific services based on pet's health history or previous visits
 - Manage other revenue streams (eg prescription drug sales via online pharmacies)

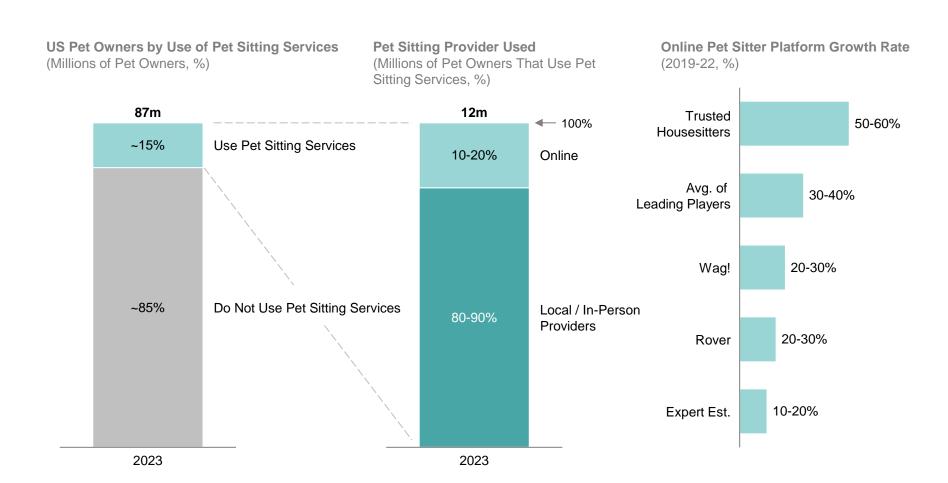
- Current IT spend within the vet industry is much lower than in adjacent industries
 - IT spend typically amounts to ~15% for optometry practices
 - IT spend for doctors have gone up 40% since 2009
- Tech spend is typically 1-2% of practice rev., which is **minimal** compared to other costs, incl. the c.40% spent on admin/wages which the use of tech platforms aims to reduce

^{1.} Assumes an average practice size with 2.5 vets; 2. Includes medications (some of which are re-sold through internal pharmacies); 3. Includes Utilities, Depreciation, Rent, Taxes, Maintenance, etc.; 4. Assumes \$95k avg. DVM annual salary; given \$27k avg. vet receptionist salary, we assume 5.4 back-office staff per practice. Source: Interviews, Desk research, OC&C analysis



Many pet owners are using pet sitter services today – online platforms are a large and fast-growing portion of the market

US Pet Sitting Service Usage, 2023



The space is highly fragmented, with an opportunity to professionalize – some players are seeing high growth

Competitor Overview

Key Competitor Archetypes & Example Players

Overview of Key Players

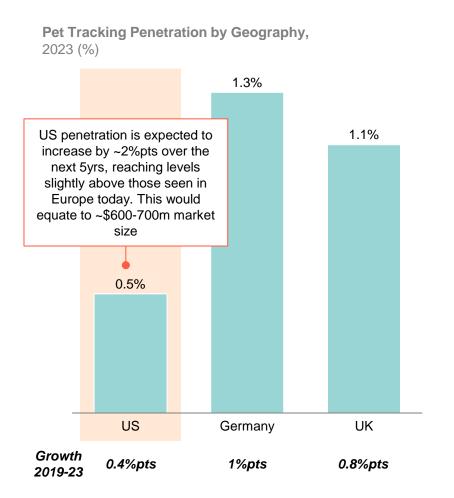


	2023 Revenue					
	Total Revenue (\$m)	US Revenue (\$m)	% in Pet Sitting	# Geos	CAGR (19-22)	
Trusted Housesitters	\$30m	\$12m ⁴	100%	130+	+41%	
Rover	\$218m ¹	\$168m	~15%	10	+22%	
Wag!	\$79m¹	\$79m	~20%	1	+25%	
Care.com	\$329m²	\$280m	<5%	c.17	-7% ⁵	
Bark	\$22m³	\$8m	~30%	11	N/A	

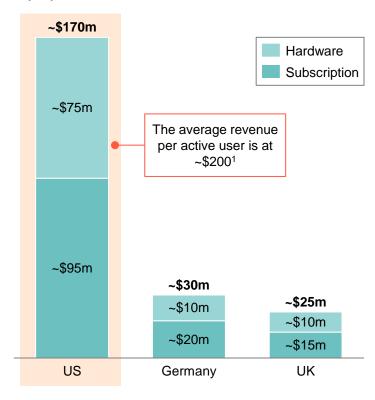
^{1.} Q4 2022 – Q3 2023 Revenue due to data availability; 2. 2022 Revenue; 3. 2021 Revenue; 4. Estimated based on membership breakdown by geo; 5. 2019-21 CAGR, estimated based on platform's gross revenue Source: Desk research, Company websites, Capital IQ, Expert Interviews, OC&C analysis

Pet tracking penetration is low in the US with significant headroom vs other markets; the market is worth \$170m

Pet Tracking Market



Pet Tracking Market Size by Geography, 2023 (\$m)



^{1.} Calculated by dividing the total market value (including both hardware and subscription services) divided by the total user base in each geography

Source: OC&C analysis

OCC_Consumer Perspectives_US Pet_July 2024 v2 | © OC&C Strategy Consultants 2022

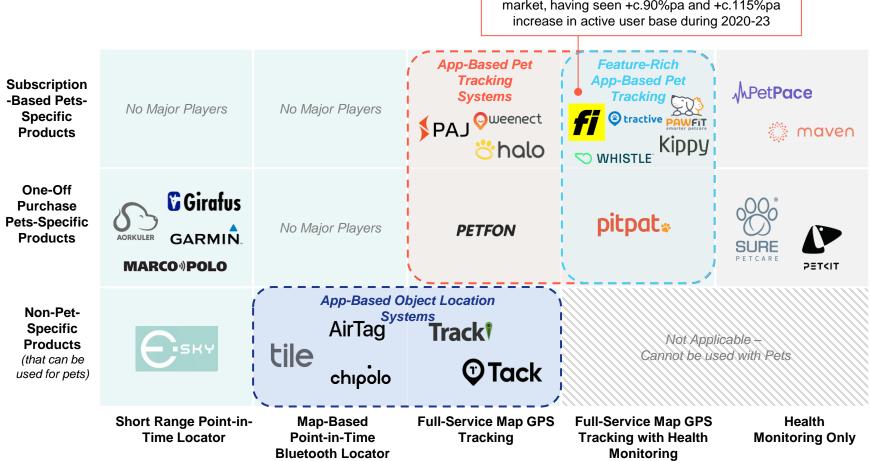




The space is made up of pet specific and non-pet specific players – Fi and Tractive are the largest players in this space

Pet Tracking and Wearables Landscape

Fi and Tractive are the largest players in the US market, having seen +c.90%pa and +c.115%pa increase in active user base during 2020-23



Agenda

Branded Food & Treats

Pet Contract Manufacturing

Beyond Food

OC&C Experience



OC&C bring deep exceptionally deep experience working across all areas of the pet sector globally

Selected OC&C + Team Experience Across the Pet Value Chain















We have worked extensively across the US pet market, for both domestic champions and international brands

OC&C US Pet Experience

Business	Project description
FMCG pet food brand	 Cat category growth strategy for leading US premium pet food brand – including market assessment, consumer segmentation, competitor benchmarking, economic modelling
FMCG pet food brand	 International expansion strategy for leading US premium pet food brand – including market assessment, range architecture design, consumer proposition testing, supply chain / manufacturing review, business case planning
International multi-brand pet business	 Commercial due diligence of international multi-brand pet business (including leading US premium cat food brand), including market and competitor review, testing consumer resonance / usage, etc
International cat food business	 US growth strategy for international (Europe / US / ANZ) cat player, including review of market and competitive landscape, brand strength, consumer headroom and distribution headroom
International pet supplements brand	 US strategic planning for international (Europe / US) pet supplements business, including review of customer dynamics, market, brand positioning and right to win with consumers and vets / retailers
Pet CBD and supplements brand	 Commercial due diligence of a US CBD and natural supplement brands – including review of market development, brand and competitive position and consumer usage / buying behaviour
Super premium pet food brand	 Commercial due diligence of an international super premium pet food brand expanding rapidly in the US – looking at (1) market development of US fresh / freeze-dried / air-dried / raw / kibble+ market; (2) brand and proposition position vs peers, (3) consumer buying behaviour of super premium, (4) distribution evolution in speciality and online
International fresh business	 Commercial due diligence of international (ANZ / US) fresh pet food business, with US deep dive, including review of US fresh market, competitive landscape, historical performance

OCC_Consumer Perspectives_US Pet_July 2024 v2 I © OC&C Strategy Consultants 2022

We are a global strategy boutique

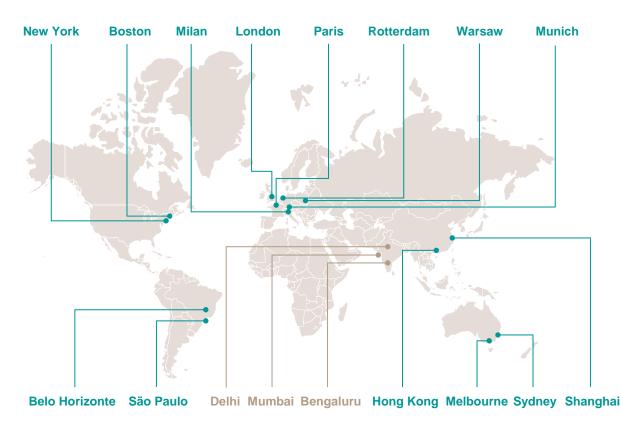
- 17 offices worldwide: borderless teams
- Client roster includes some of the largest corporations and most innovative challengers
- Consumer focused (>50% of our business)
- Strategy and M&A ~45% of our business is transaction support
- 30+ years heritage





OC&C's Global Reach¹







We work with a widerange of players across industries – consumer / retail strategy is ~50% of our work

OC&C's Industry Coverage

Consumer Goods

- Food & Beverage
- Beauty & Wellness
- Ingredients & Manufacturing

Disruptive Digital Models

• Beer, Wine & Spirits

Specialty & Luxury

Retail

- Grocery
- Apparel
- Multi-category

Hospitality & Leisure

- Accommodation, Parks & Resorts
- Food & Beverage

- Entertainment
- Gambling & Gaming
- Travel

TMT

- Communications & Technology
- Media Entertainment & Consumer Media
- Business Information

B2B Products & Services

- Construction & Infrastructure
 Services
- Industrial Products
- Automotive & Mobility
- Insurance
- Outsourcing
- Testing, Inspection & Certification

Our Clients



Private equity and investors



Leading multinationals



National champions



Challengers and disruptors

OCC_Consumer Perspectives_US Pet_July 2024 v2 | © OC&C Strategy Consultants 2022



OC&C's proposition is anchored around our firm-wide sector depth, domain expertise in specific verticals, and unique working approach

'The OC&C Way' - How We Are Different from Competition





Deep domain expertise in our selected 'sweetspot' sectors – where we offer unrivalled experience



Substantial partner time – at least 2 partners on each project, with a higher Partner: Consultant ratio than the Big 3



Best team in the room – project teams are fully tailored to client specific needs (sectors, functional expertise and language skills) – regardless of home country – and therefore hit the ground running on day 1



Same teams for Strategy vs Transaction Support work – which means better quality work for both our corporate and PE clients