



VISION
MISSION
GUIDELINES

An exceptional
consulting company

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FOREWORD

„What unites us at cbs is our passion for digital business processes and global solutions.“

cbs has always been a platform for people who enjoy using the latest IT technology to design business processes for globally active industrial companies and create sustainable solutions for global process landscapes.

It makes me proud to see how dedicated and passionate cbs employees are. This has an inward effect, since we all have a common goal. And it impacts the outside too.

Our customers value the cbs spirit and love working with us. They recognize that we do not simply process projects, but change them and sustainably improve them. We want to reinforce our reputation as the best and most reliable consultancy every day. In this brochure, we have united the common vision that drives us, what we stand for, what principles we work with, and the cbs picture we want to paint for our customers. These guidelines apply to the entire global organization.

Harald Sulovsky



WHO WE ARE





cbs is a leading midsize consultancy for global, digitized, end-to-end business process solutions. We are a platform on which exceptionally skilled, dedicated, and performance-oriented business and technology consultants can make use of and develop their skills and interests.

With great passion, our consultants create efficient, effective process and business solutions with the latest IT technology.

VISION 2025

12%


Organic growth
rate p.a.

1.000

Permanently
employed consultants

250

Millions of \$
in sales



cbs is a globally established consultancy organization with regional and independent offices. In 2025, the cbs group generates a turnover of a quarter billion US dollars with 1,000 consultants.

Furthermore, cbs is represented worldwide in all relevant regions through local and independent offices. Thanks to this global organization, it will be able to supply customers all around the world. The cbs organization will be complemented by a resilient and operational global partner network worldwide.

MISSION

We create business-wide, harmonized, integrated, and digitized end-to-end business process solutions for large industrial enterprises.

... across all
company divisions

... for the entire
global corporate
organization

... agile but
methodical, in the
shortest time with
the highest quality

We support our customers at all levels of management and throughout all phases of a project.

... from the
CEO to the
key user

... from the corporate strategy to the
project idea to the go-live, and beyond



cbs as a SAP CONSULTANCY

Guidelines as a service provider

Together with our customers, we plan projects worldwide, approach them methodically, and complete them safely and in the shortest possible time. Customers of cbs know that „cbs“ stands for reliability. We act in the interests of the customer and make the customer's project goals our goals. Achieving our own short-term economic aims is not our priority. We reach our economic goals by performing strongly, acting professionally, and treating our customers fairly.



The highest process and technological expertise

cbs consultants have a very deep and broad understanding of processes and technology. They are goal oriented and methodical in their approach to tasks. Therefore, we achieve our customers' project goals extremely safely and with relatively little effort.



Business process expertise

cbs consultants are familiar with the requirements and current challenges of globally active industrial enterprises. With their experience, they consult and provide across-the-board support for our customers' management, specialist departments, and IT when they are designing digital, end-to-end business processes.

Business processes are designed through real, existing IT technologies and applications of market-relevant software providers. cbs creates global and company-wide process landscapes that are as harmonized as possible. The focus here is on increased agility, especially for expanding companies.

Technology expertise

Outside of SAP's own development departments, no one knows more about the functions, technology, and applicability of the company's market-relevant products than cbs consultants. cbs has in-depth expertise in all non-SAP applications and technologies commonly found on the market where this is necessary for creating end-to-end digital solutions.



Kmlh



cbs as an EMPLOYER

Guidelines as an employer

The welfare, promotion, and development of our employees, both young and experienced, is the main focus of the company's interest. In its service segment, cbs is the most attractive employer for dedicated, highly qualified employees.



„A solid team helps each of its members succeed – it's one of our guiding principles.“



cbs culture

cbs employees treat each other as equals, regardless of their background, position, or area of activity. Every employee supports their colleagues, and they are generally on first-name terms. To achieve project goals, behind every cbs consultant there is the entire consulting organization. cbs employees, especially managers, check very carefully that company resources are being used meaningfully and economically. Employees have freedom in decision making and are results oriented and responsible. Managers lead and provide support.

CULTURE

Training, exchange, and development

No other consulting company invests as much time and resources in training and advancement as cbs. cbs makes the time and organizational environment available that are needed to enable continuous basic and further training for its employees.

Exchange within the cbs network enables employees to decide between different types of advancement in various organizational forms. Experienced consultants develop, coach, and guide young consultants, and through growth and actively promoting careers, we create development opportunities for specialist or executive employees.



WORK-LIFE BALANCE

In addition to a positive working environment, cbs also wants to offer its employees the greatest possible quality of life. Providing the framework conditions for achieving a satisfactory work-life balance is therefore one of the central objectives of human resources and social work at cbs. This includes an extensive range of measures for flexible workplace and working hours, as well as the consideration of an „elective working time based on life phases“.

These offers are intended to help ensure the compatibility of work and family life and to continue to work successfully and well-established at cbs, even if family situations change.

With fitness cooperations and the „sporty lunch break“ with a fitness coach, we also want to make an active contribution to the health responsibility of our employees.



SOCIAL RESPONSIBILITY

As a leading SAP consultancy and global company, we consciously and actively fulfill our social responsibility. We are committed to fair working conditions and optimum living conditions for people who work for cbs. We offer performance-based remuneration and excellent company social benefits, while promoting the personal development of our employees. For the later stages of our employees' lives, we provide company pension plan subsidies. Additionally, we strive to fulfill our social responsibility through our commitment to child protection, children's rights, and improving the living conditions of children and their families. At the same time, we offer our employees a platform for their involvement in social projects, promoting their commitment and creating opportunities for voluntary work.



KIDS.ONE

Since 2017, we have been working with the German Child Protection Association (DKSB) at the cbs sites in Heidelberg, Hamburg, Stuttgart, Dortmund, and Munich. At the end of 2017, Kids.ONE was launched with a major cbs fundraiser.

At the end of the campaign, the company matched all donations made by employees and business partners before January 2018.

On January 31, 2018, the total amounted to €33,830. The donations have gone towards current projects of DKSB's local and regions associations in Heidelberg, Dortmund, Hamburg, Munich, and Stuttgart. This year, several jointly run collection initiatives are being organized for children's clothing and toys, as well as discarded office furniture and IT equipment (computers and laptops).

In addition to money and items, every cbs employee can donate other valuable assets, such as time and knowledge. For example, they can offer technical support, create an online presence, or help people use Office products. cbs will



ORGANIZATION

As a consulting company, we are oriented towards network-like forms of organization, as is common in traditional consulting companies or start-ups.

Managers should act and make decisions as independent entrepreneurs to the greatest extent possible. Business areas are largely organized like independent companies. Entrepreneurs are a driving force in the development of business areas.

Project and consulting business are at the heart of the company. Central service units deliver required services in high quality and at defined costs, supporting the core business.

Consulting orders are acquired via company management and consulting managers.



