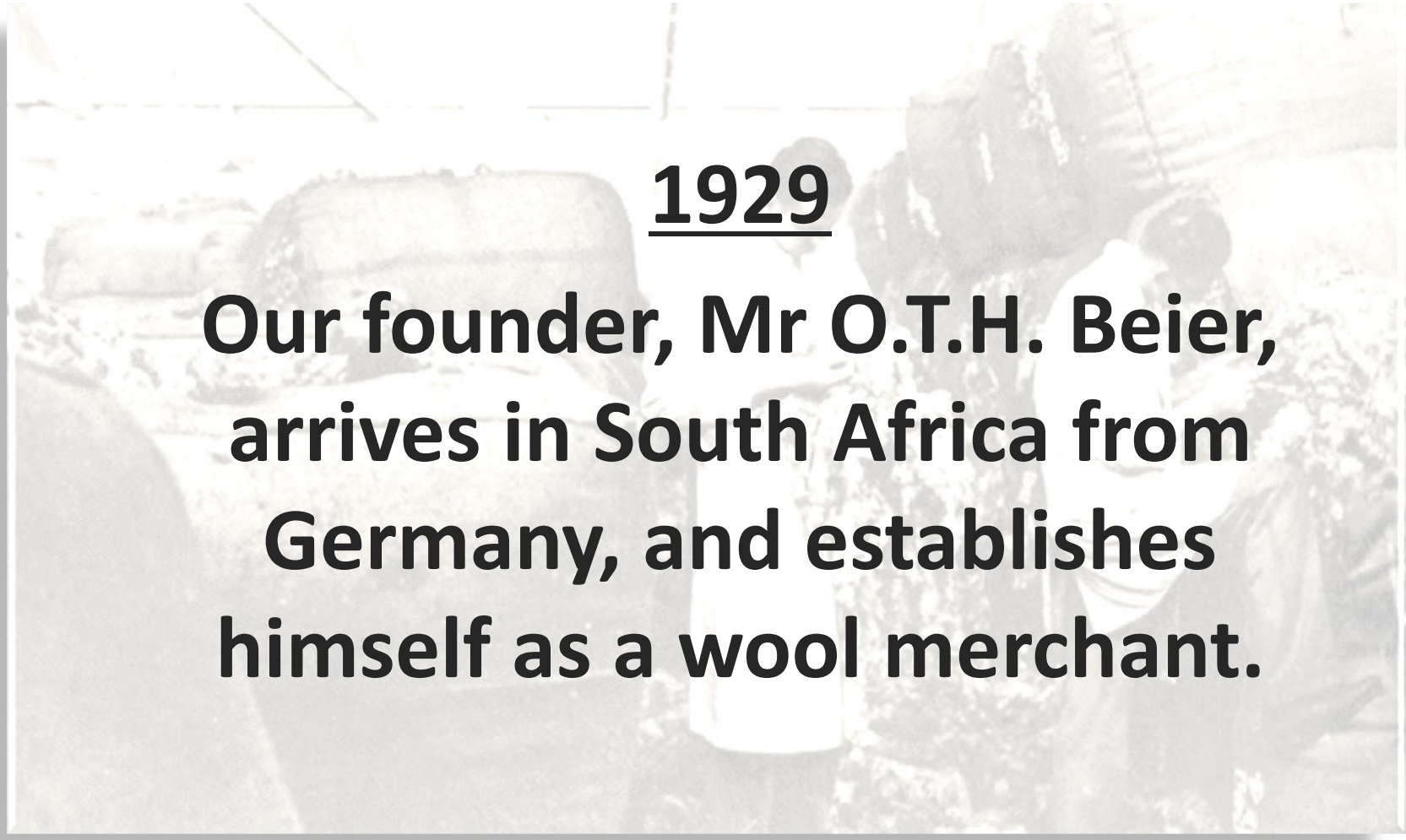
BEIER GROUP

TRANSFORMATION FORUM 2021

01 OUR HERITAGE

OUR HERITAGE

OUR HERITAGE



1929

Our founder, Mr O.T.H. Beier, arrives in South Africa from Germany, and establishes himself as a wool merchant.

Strictly Private & Confidential

OUR HERITAGE

Beier Industries strikes R34m deal with Aldabri

NETWORK REPORTER

DURBAN-BASED Beier Industries has sold 25% of its business to Aldabri, a broad-based investment holding consortium, for R34 million, giving the footwear and paper machine clothing group a base from which to expand its business.

Beier Industries comprises two operating companies, Beier Albany – a joint venture between Beier Industries, [illegible] International Co[illegible] York Stock Exch[illegible] company and the [illegible] manufacturer of paper machine clothing – and Beier Safety Footwear, a joint venture between Beier Industries and Lemaitre Securite SA of France.

Beier Albany manufactures paper machine clothing which presses paper on to the rolls during the paper-making process and which it sells to Mondi and Sappi. Beier Safety Footwear manufactures the Bova brand which it supplies to mining houses and manufacturing industries.

Aldabri is 90% owned by Michael Maziya and Nkosenaye Ngcobo, who founded the company to form black economic empowerment partnerships with businesses looking for suitable partners.

The balance is owned by a broad-based trust comprising employees of various operating companies.

As part of the deal, Beier Industries' 425 employees will get a 10% shareholding in Aldabri.

Maziya said Aldabri only partnered with companies when they believed they could add value because of their knowledge and experience of specific markets.

"Aldabri could add value to Beier Industries by participating in managerial decision making," he said. "Having gone through the pain of starting our own engineering and plastics businesses and building them up from scratch we have learnt the principles of management that apply in every business."

Wolfgang Beier, the Managing Director of Beier Albany, said ma[illegible] of Maziya's family business customers and Beier's customers were the same, bringing synergie[illegible] to the relationship.

"The deal will allow Beier to ta[illegible] part in the country's transformati[illegible] agenda while giving it access to n[illegible] markets," he said.

"A large number of our custom[illegible] are corporates like [illegible] which have to [illegible] ment [illegible] very important for us to become BEE.

"Aldabri will also be able to help us grow into African and Middle [illegible] markets because of the [illegible] they have with various [illegible] through their engineering business."

Maziya said Aldabri would bene[illegible] through expanding its investment base in a large and stable organisation.

"It also gives us an opportunity empower others through a broad-based structure," he said.

"As well as the wealth creation aspect, the combination of Beier and Aldabri will serve as a base fo[illegible] future investments, showing that [illegible] is possible for medium-sized priva[illegible] companies to do black economic empowerment deals."

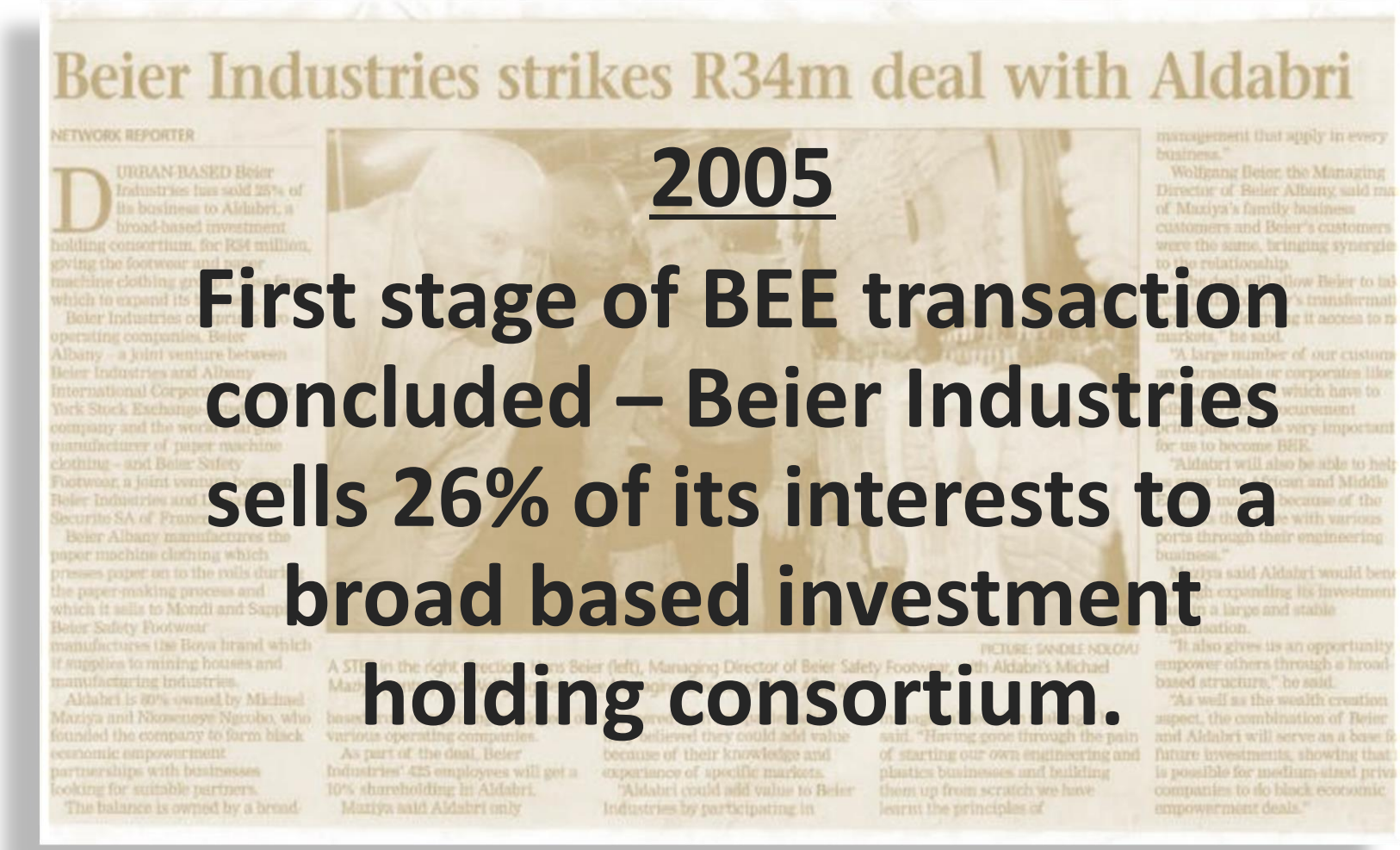
PICTURE: SIMOLE NDLOVU

A STEP in the right direction. Hans Beier (left), Managing Director of Be[illegible] Safety Footwear, with Aldabri's Michael Maziya (centre) and Wolfgang Beier, the Managing Director of Beier Albany

2016

Isibaya Strategic Investments acquires 51.25% of Beier Group

OUR HERITAGE



Beier Industries strikes R34m deal with Aldabri

NETWORK REPORTER

DURBAN-BASED Beier Industries has sold 25% of its business to Aldabri, a broad-based investment holding consortium, for R34 million, giving the footwear and paper machine clothing group which to expand its

Beier Industries operating companies, Beier Albany – a joint venture between Beier Industries and Albany International Corp York Stock Exchange company and the wo manufacturer of paper machine clothing – and Beier Safety Footwear, a joint ventu Beier Industries and Securite SA of Franc

Beier Albany manufactures the paper machine clothing which presses paper on to the rolls dur the paper-making process and which it sells to Mondi and Sapp Beier Safety Footwear manufactures the Bova brand which it supplies to mining houses and manufacturing industries.

Aldabri is 80% owned by Michael Maziya and Nkosenye Ngcobo, who founded the company to form black economic empowerment partnerships with businesses looking for suitable partners.

The balance is owned by a broad

PICTURE: SANDILE NDLOVU

A STR in the right direction ... Beier (left), Managing Director of Beier Safety Footwear, with Aldabri's Michael Maziya

As part of the deal, Beier Industries' 425 employees will get a 10% shareholding in Aldabri.

Maziya said Aldabri only

believed they could add value because of their knowledge and experience of specific markets.

"Aldabri could add value to Beier Industries by participating in

said. "Having gone through the pain of starting our own engineering and plastics businesses and building them up from scratch we have learnt the principles of

management that apply in every business."

Wolfgang Beier, the Managing Director of Beier Albany, said ma of Maziya's family business customers and Beier's customers were the same, bringing synergie to the relationship.

low Beier to ta s transformati it access to n markets," he said.

"A large number of our custom corporates like which have to curement very important for us to become BEE.

"Aldabri will also be able to help into African and Middle because of the with various ports through their engineering business."

Maziya said Aldabri would bene h expanding its investment a large and stable

"It also gives us an opportunity empower others through a broad-based structure," he said.

"As well as the wealth creation aspect, the combination of Beier and Aldabri will serve as a base f future investments, showing that is possible for medium-sized priva companies to do black economic empowerment deals."

2005

First stage of BEE transaction concluded – Beier Industries sells 26% of its interests to a broad based investment holding consortium.

OUR HEAD OFFICE

GROUP COMPANIES

BEIER ENVIROTEC
INNOVATIVE TECHNICAL SOLUTIONS

Industrial woven and non-woven needlefelt.
Filter bags, accessories and installation
Filter plant and process evaluations

BBF SAFETY GROUP

Safety and industrial footwear
Security and military footwear
Gumboots, Socks

BEIER DRAWTEX HEALTHCARE

Advanced Wound-Care products
Orthopaedic Padding

Neucoat success through quality

PVC coated fabrics & tarpaulin
Synthetic automotive and upholstery leather

02 OUR VISION AND VALUES

VISION

We are a Diversified Manufacturing Group

Delivering on Industrialisation, Transformation and Development

VISION

Strictly Private & Confidential

03 BEIER DRAWTEX HEALTHCARE

Strictly Private & Confidential

BEIER DRAWTEX HEALTHCARE

BEIER DRAWTEX HEALTHCARE – Our Journey

Beier Drawtex Healthcare has been operational since 2010

- We believe in South Africa and its people
- We believe in World Class manufacturing and delighting the customer
- Our values are consistent with our vision of Industrialisation, Transformation and Development
- We are a Vision led Values based Business

BEIER DRAWTEX HEALTHCARE VALUES

- Integrity
- Respect
- Inclusivity
- Stewardship
- No harm

Strictly Private & Confidential

SCHOOLS CHESS

Our **Chess Programme** has reached over **150 learners in under-resourced schools**. This includes the provision of a coach, chess materials and sponsorship of an annual tournament. In 2016 the programme resulted in **five Sithokozile learners and one KwaSanti learner achieving Provincial Colours** for Chess and participation in the SA Chess Championships.

SITHOKIZILE SECONDARY

We provide **technology based tutorial programmes** in Maths and Science via the **PPR Educational Trust** and we contribute to the upkeep of the school's facilities including the **provision of a full time facilitator** and a tented classroom.

SCHOOL TENTS

ENTERPRISE DEVELOPMENT

- Enterprise Development within the Supply Chain
- Beier Group has strategically partnered with Black Woman Owned and youth owned businesses to localize product or raw materials that would have been imported
- This not only fulfills our transformation agenda it also builds local capacity

Strictly Private & Confidential

BEIER DRAWTEX HEALTHCARE – Our Journey

Beier Drawtex Healthcare through Beier Group is has made sustainable and tangible changes by way of:

- Purposeful training
- Developing a Leadership and Development Model
- Various training initiatives including Bursary students
- Successfully training and employing female fitters, boilermakers and electricians
- Employment of Engineering graduates who are now departmental heads
- Ensuring a safe and non-discriminatory environment
- Investing in growth in manufacturing

Transformation

Transformation is not black and white

Transformation is NOT numbers on a EE report or meeting the imperatives of BBBEE

Transformation is not form over function

Strictly Private & Confidential

Transformation

Transformation is a marked change

Transformation is embracing Diversity and change

Transformation is sustainable growth

Transformation is change

Change is the only constant!

Strictly Private & Confidential

Why Transformation

Growth

Social and economic

Dire need

When you do the right things and the benefits follow

Strictly Private & Confidential

Interdependance

The journey of transformation is entwined and accelerated by industrialization and localisation.

This is the power of Interdependence

My Journey

Take every opportunity, but you have to watch for them as they are sometimes well hidden

Be prepared to show up

Earn your seat at the table, every day!

Take others along

I want to know I have come up against the best and won, so all I've wanted is a fair chance to compete

Your values will always show who you are

Strictly Private & Confidential

Unlocking the Power of Transformation

Look for opportunities

Embrace change

Mentoring

Succession Planning

Maximise Opportunities

Capture Institutional Knowledge

Embrace Diversity

Take the long term view

Strictly Private & Confidential

Leadership

Giving Directions and giving Direction is not the same thing

THANK YOU