



dhpg

# Principle one

Our promise of success for small and medium-sized enterprises



# Welcome to dhpG

Are you a small or medium-sized enterprise with a strong regional focus or a global market leader for whom national borders do not really apply? Are you self-employed or the owner of a longstanding family business? Does your organisation serve the common good or are you an entrepreneur interested in sustainably increasing your profits? We are a modern consultancy whose core fields of work are audit, taxation, legal and restructuring consultancy as well as insolvency administration and IT services. We are there to support you with a wide range of services in Germany and throughout the world.

Hand in hand with you, our clients, we create the best possible conditions for your business to flourish. We always support you pro-actively and remain constantly alert to leverage opportunities and avoid risks, in growth periods and transition phases alike. Practice-oriented, forward thinking and attuned to your needs.

As an owner-managed, medium-sized company we believe not only in technical expertise, but also in a long-term relationship of trust with our clients. No matter what questions and concerns you may have – at dhpG a personal contact is at your side who knows your needs inside out. This is part of our principle one, our promise of success to each client.

The next few pages tell you more about what we are capable of at dhpG. We will be happy to discuss what we can achieve together with you in person.

We look forward to hearing from you!

Yours, **dhpG**



# One mindset you can count on

We provide business advice. From one small and medium-sized enterprise to another. With the personal touch.



Petra Eiloff, Tax advisor





## Partnership – for us it comes easy. Because our clients, partners and staff – all share the same entrepreneurial spirit.

We understand businesses because we are entrepreneurs ourselves. Our consultancy is owner-managed and proudly part of the highly prized German Mittelstand or small and medium-sized enterprises sector. For us at dhpg, top-level consulting advice from one of our more than 85 partners goes without saying. With over 900 staff we support small and medium-sized businesses, major companies, public administrations, non-profit organisations and private individuals alike.

We have been supporting many of our clients for over a decade now with a steadfast core team. After all, it is only in the scope of a continuous personal dialogue that the requisite trust and experience arise for tailored solutions. Solutions that we also offer for international challenges in concert with our partners from CLA Global, one of the world's leading networks of independent auditing and consultancy companies.

We think and act entrepreneurially on your behalf – pragmatically, flexibly and boldly but always responsibly. For us it is not about short-term successes. It is about supporting you sustainably. What counts for us is specialist expertise, personal affinity and foresight.

“Developing solutions in the scope of a personal dialogue – that is what makes the small and medium-sized enterprises sector so exciting.”

**Daniela Radermacher**, Tax advisor



# 1949

The year we became an independent consultancy.  
And that is what we will stay.

# 15

For many years we have been one of the top 15  
auditing and tax consulting companies in Germany.

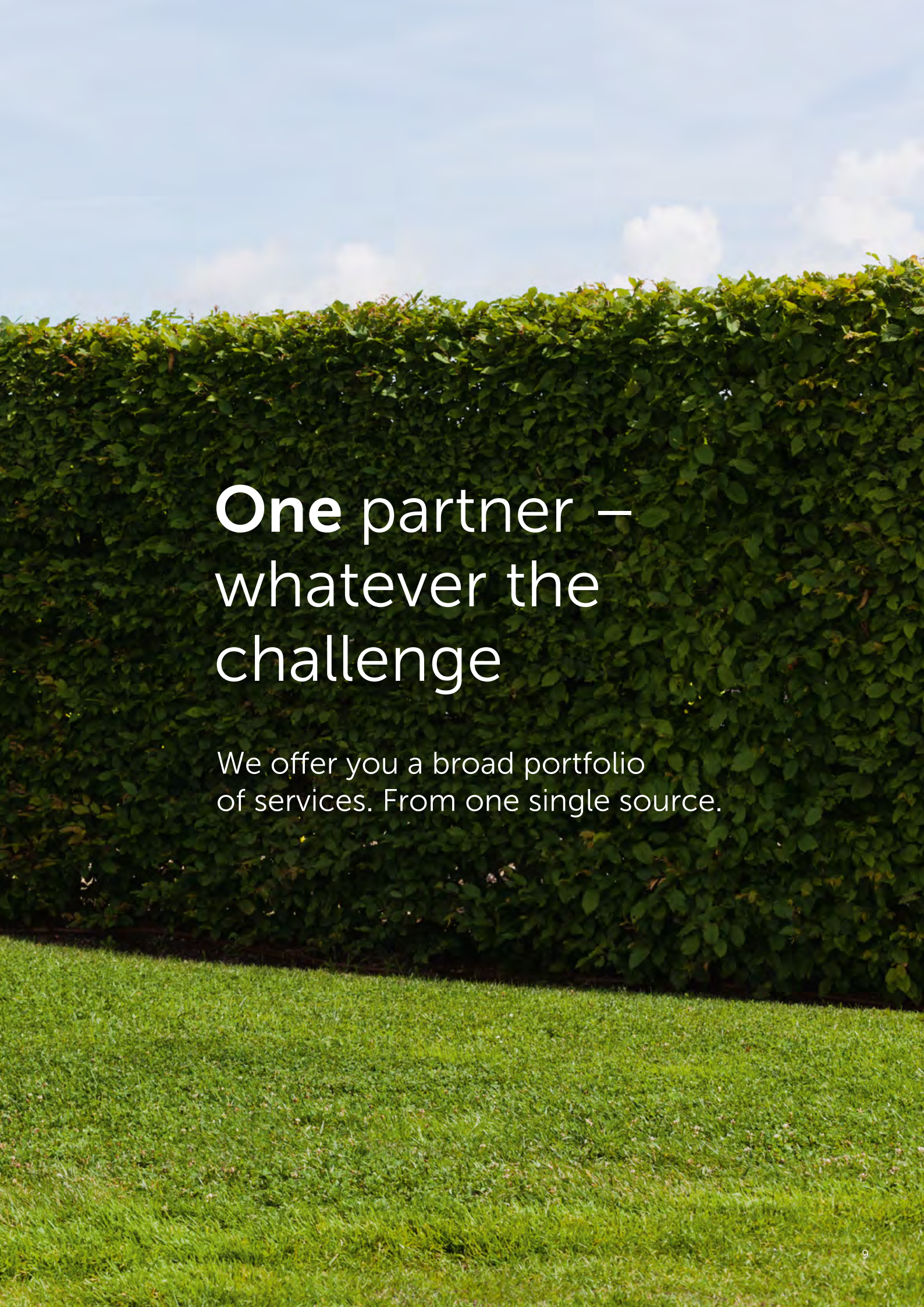
# 8.5

The number of years our more than 900 staff have already  
worked for dhpG on average – the best prerequisite for a  
long-term relationship assisting you.



Oliver Lohmar,  
Tax advisor





# One partner – whatever the challenge

We offer you a broad portfolio  
of services. From one single source.



# Entrepreneurial challenges are increasingly diverse. So you need experts of all shapes and sizes. Who fit each other like a glove.

Your company has important decisions to make? And it is not even possible to predict their impact at this stage? We are a modern consultancy there to support you in times of growth and crises alike, offering a broad range of services and specialists with a proven track record for virtually every business issue your organisation may be facing.

**“Of course you cannot be a master of all trades. That is why we hand-pick only the best specialists to craft a strong team for our clients.”**

**Volker Latsch**, Tax advisor

Our expertise is especially valuable when it is not just a matter of different disciplines, but above all the interaction between these disciplines that counts. Our work is not only multi-disciplinary, but inter-disciplinary: our auditors, tax advisors, attorneys at law and IT specialists develop the best solution in close collaboration with each other.

Irrespective of the team size working for you in the background, as our client you have one single contact who oversees everything from specialised skills to total solutions. Benefit from our broad range of services from a single source, which is continuously expanding to match the increasingly complex challenges out there.





**dhp<sub>g</sub>**

Auditing

Tax advice

Accounting

Legal counsel and  
advice

Insolvencies and  
restructuring

Advisory services

Wealth and  
corporate succession

IT services

# Our portfolio at a glance

## Auditing

Companies need a reliable picture of their economic situation and the opportunities and risks facing their future development. Our auditors give you an in-depth assessment of your annual financial statements and management report – compiled according to the German Commercial Code, IFRS or US-GAAP. On the basis of state-of-the-art IT-supported procedures, we provide you with information on the compliance of your bookkeeping and accounting and in turn on the effectiveness of your internal controlling. We will gladly support you during special audits. For instance in the scope of a capital increase or audit-related topics such as financial due diligence, an IT audit or setting up a risk management system.

## Accounting

To keep your company on track you need to have your numbers under control. We support you in your internal bookkeeping, annual financial statements and your external accounting policy. We prepare comparative and results data for you periodically as the foundation for your on-going corporate planning. We will be glad to take care of all legal tax, employment and social-insurance issues relating to HR administration. Professional, on time and above all with a personal touch. You can be sure to always meet your obligations correctly and on time. And to always be up to speed when it comes to changes in law.

## Tax advice

Tax issues significantly impact business decisions. Once made, they determine your company's tax classification for the years to come. Be it the company's legal form, restructuring or corporate succession – our aim in tandem with you is to achieve the best tax result for you and your company. Working across disciplines and a feel for the bigger picture are second nature to us. Your company operates in multiple countries? Global processes have a major impact on local taxation. Be it on value added tax on internationally traded goods, the development of international transfer prices or international assignments of employees. As a member of CLA Global, we are present in more than 100 countries world-wide and ideally positioned to deal with whatever challenges come your way.

## Legal counsel and advice

Legal issues accompany businesses at every stage of their development. dhpg has been advising small and medium-sized enterprises and their decision-making persons for many years – be it in the scope of projects or as full-service consultants across many different disciplines. A team of tax and legal experts is there to support you in minimising or avoiding tax risks. Our expertise covers company-law challenges ranging from legal form changes to the entry or exit of partners or shareholders all the way to changes in the company structure. We pay particular attention to protecting managing directors, chief executives and supervisory board members from increasing liability claims. On labour law issues, too, with dhpg, you will always be working with the right partner. Furthermore, we protect your brand portfolio with brand protection tailored to your company. IT law and data protection law have also developed into important areas of action for companies. A team of IT specialists, data protection and legal experts as well as experienced project managers is there to support you at all times.



### You would like to know more?

Detailed information on our services  
is available at

**[www.dhpg.com](http://www.dhpg.com)**



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## Insolvencies and restructuring

A serious situation or even the insolvency of a company can be avoided in many cases if you respond to signs of a possible crisis in time. But often, companies only take action once a liquidity crisis is already on the horizon or insolvency looms. A personal conversation in confidence with one of our consultants may be useful. In every crisis phase our aim is to develop solutions designed to safeguard companies and jobs. We also see an insolvency process as an important restructuring tool for a company. Our specialists are sought-after advisors for issues relating to the liability of the decision-making bodies during crises or defence against illegitimate insolvency contestation claims. Creditor interests are another focal point of our work. Benefit from a team of dhpg lawyers, tax specialists and certified restructuring advisors every step of the way.

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## Wealth and corporate succession

Mastering a wealth and corporate succession process is a special challenge – emotionally too. Because every succession process is unique. For family-owned companies in particular, the family and company are inextricably linked. You need a consultant team which has both the business acumen and the interpersonal skills to support this holistically. Our portfolio includes resolving all inheritance law, company law and taxation issues connected to the succession process and drafting the last will and testament. Our experts are also there for you if you are contemplating transferring your assets to a foundation. And as a reliable partner in the event of restructuring issues, the divestiture of the company and the search for a suitable successor. dhpg has already successfully assisted many corporate successions – with business advice and personal support.

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## Advisory services

Companies are subject to continuous change. What may have been right for a long time legally, tax-wise and in terms of managing your business may no longer be the best option for the future. Companies respond to this by restructuring or buying or selling parts of companies. The dhpg team is there to support you in this – from evaluation to transaction advice in the form of financial, tax, IT or legal due diligence all the way to resolving company-law and tax-related issues. To identify and assess opportunities and risks early down the line, we develop risk management systems fully tailored to your specific needs. We are your go-to partner for all business and financial planning matters to ensure your company's future competitiveness. We always develop effective and pragmatic solutions. This also holds true if you are wondering what your company, your patents or your internal expertise are worth.

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## IT services

Every small and medium-sized enterprise should regularly audit technical applications and work processes to identify possible organisational improvements, compliance or IT issues. If the right expertise is lacking inside the company, an external service provider can support you. dhpg's certified IT experts conduct technical certifications for you in accordance with recognised compliance standards (IDW PS 880/951) and on information security in accordance with ISO 27001 and BSI IT basic protection. In the scope of project management or the selection of ERP systems, our specialists act as the interface between specialist expertise and IT know-how and help you make informed decisions – because we speak both sides' language: the company's and the IT service provider's.

In order to take a holistic approach to protection against cybercrime, we have developed a service together with TÜV TRUST IT GmbH that is tailored to the individual needs of medium-sized companies. We advise on all IT security issues and carry out penetration tests or connect your company to a Cyber Security Operation Centre in order to uncover and close potential security gaps.

# One unique solution

We find answers that fit you.  
Sounds like a given, but it is not.

Claudia Schröck, Tax advisor







For high-quality consultancy services,  
textbook solutions may be one option.  
But only ever one among many.





What defines the quality of excellent consultancy? Efficient processes, an atmosphere of trust and confidence and an outcome that matches your goals? In the long and successful cooperation with our clients, five quality criteria have proven its worth:

## Expertise

Expertise is something that goes without saying for us. Just like the virtues of reliability and availability that every client can expect from their contact partner at dhpg. When we select the team to serve you we not only attach importance to technical expertise, but to personality as well. This is because we believe that expertise and personality are the most important keys to success. We provide our staff – one third of whom are qualified auditors, tax advisors or attorneys at law – with initial and continuous training closely related to the field of practice.

## Initiative

For us, qualified advice means much more than merely reacting to changing underlying conditions. We support clients in recognising opportunities and risks early on. We develop viable solutions in good times so companies will be ready for whatever comes their way. Meeting challenges before they even arise.

## Innovation

A textbook solution may be ideal for one client, but not for another one. We endeavour to find a solution that fits your company's needs and that can be effectively implemented. To this end, it is necessary to think outside the box. Our interdisciplinary approach, our global networking, but also the openness of our teams ensure a type of thinking and action that goes above and beyond merely meeting legal requirements.

**"No one has any airs here.  
But they do have a vast amount  
of expertise."**

**Benjamin Drath**, Tax advisor

## Bonds

The chemistry has to be right. This facilitates long-term collaboration enormously. For our partners and staff, consultancy is both a profession and a passion. In every personal meeting, in every telephone call, in every service we provide. We want our clients to feel they are always in good hands. Showy gimmicks and grandstanding are not our style. Instead, we rely on close coordination and consultation. This is because long-term, sustained relationships are more important to us than short-term successes at any price.

## Effective in implementation

As your partner, we want to contribute to the success of your business and private projects. So we attach value to solutions that not only look promising on paper, but also deliver in actual practice. Only professional advice that is free of allures and that is based on an allembracing overview of the individual situation of each and every client can do this.

**"If the chemistry is right,  
clients have confidence.  
And the chemistry is right".**

**Jochen-Johannes Muth**, Tax advisor



# One team spirit that breeds success

Effective collaboration is where it starts.  
As you will notice from our commitment.  
And the results we produce.





Jennifer Skierski,  
Audit Assistant



An atmosphere of cooperation makes many things possible. Because it is not just our doors that are open, the people behind them are, too.





What do our different people across all subjects, disciplines and locations have in common? You will experience this the first time you meet them. Our interaction is defined by appreciation, trust and respect. This holds true for clients, partners and staff alike.

At dhpG we firmly believe that it is precisely this human diversity that produces excellent results. And that is exactly why we chose it. Our partners and staff cultivate a lively, straightforward exchange – internally between our teams and staff, externally at conferences and workshops with clients and experts.

It is dhpG's goal to systematically develop its staff, to nurture them in line with their individual strengths. We offer a broad range of possibilities – initial and continued training, good career development possibilities, exciting projects, the acquisition of important future-oriented skills and the chance to assume growing responsibility. Dynamic teams thrive off the development opportunities enjoyed by their members.

**“To truly work in an interdisciplinary way, I need face-to-face, not just digital exchange”.**

**Dr. Elke Mayer**, Attorney at law

We keep individual needs in mind in all of this – those of our employees and those of our clients. No matter how focussed on success we may be, we believe that striking the right work-life balance improves wellbeing and in turn the quality of our results.

Our team spirit is not just confined to our core expertise – social engagement is also part of it. We support events in the fields of sport and culture. And through our professors at universities and higher education institutions and in the scope of mentoring programmes or start-up forums we pass on our experience and our knowledge time and again to new generations.



**“From small to large, from national to international – if you love variety, you will love working at dhpG.”**

**Sascha Erger**, Auditor



**“Individual responsibility and initiative work particularly well in the scope of a strong team.”**

**Julien Jeuckens**, Tax advisor



# One strength that knows no limits

We are part of CLA Global, one of the world's leading networks of independent audit and consultancy firms. The best odds for achieving your ambitions.





Adam Sopalla, Tax assistant



Entrepreneurial action does not stop at national borders. At least not when the right partners are waiting for you everywhere you go.





d hpg is part of CLA Global Limited (CLA Global), an international network of independent accounting and advisory firms which represents its clients with 14,500 employees in over 200 offices worldwide. The network ranks 15th among the world's top 25 audit and advisory networks by sales. As an active member of CLA Global, d hpg paves the way for activities without borders for clients of all sizes and sectors.

Be it an annual financial statements audit, law or advisory – we think and act internationally for you. Our CLA Global partners are like us – medium-sized audit and tax-advice companies with the same proactive entrepreneurial mindset and focus on highly personalised advice and consultancy.

“d hpg is a genuine full service provider – thanks to our international partners worldwide, too. That is what small and medium-sized enterprises are capable of today.”

Christian Senger, Attorney at law

CLA Global – facts and figures

Personnel	14,000+
Offices	200+
Partners / equivalent positions	1,500+
International networks ranking	#15

February 2024



# Consulting with the personal touch

## Our offices in Germany

Bonn

Aachen

Bamberg

Berlin

Bornheim

Ebern

Euskirchen

Frankfurt am Main

Gummersbach

Cologne

Krefeld

Landshut

Mönchengladbach

Nürnberg

Stuttgart

Trier

Wiesbaden

Further details about our locations can be found at [locations.dhpg.de](https://locations.dhpg.de)

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## International cooperation



**Global**

INDEPENDENT  
NETWORK MEMBER

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