

## Press Release

# Tiba Managementberatung GmbH initiates debtor-in-possession proceedings to position itself for the future

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Tiba Managementberatung GmbH has initiated debtor-in-possession restructuring proceedings with the intention of realigning itself. The company employs around 70 people across Germany. It is aiming to reposition itself through a financially viable restructuring. The management, training and transformation consultancy is continuing to operate without restrictions. All points of contact remain available and customer projects are proceeding as usual.

The Local Court of Munich ordered provisional debtor-in-possession proceedings on 2 May 2025. The company will continue to be led during these by the management team under Mr Till H. Balser, with support from Mr Ivo-Meinert Willrodt, an experienced restructuring expert from PLUTA Rechtsanwalts GmbH, in his capacity as general agent. The Local Court of Munich appointed Dr Max Liebig as provisional insolvency monitor. He is overseeing the proceedings in the interests of the creditors.

The company filed for insolvency due to liquidity problems caused by important customer orders being postponed, curtailed or entirely halted due to the economic environment, mainly by clients in the automotive industry. This led to a considerable decline in sales. The company

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#### About PLUTA

PLUTA assists companies facing legal and financial challenges. The firm provides support for reorganisations and transactions and helps companies to restructure and maintain their operations in crisis and insolvency situations. If necessary, PLUTA restructuring experts may also assume leadership roles in other businesses. Since the company was founded in 1982, PLUTA has constantly grown and today has a staff of approximately 500 employees in Germany, Spain and Italy. More than 290 business and management experts, attorneys, business lawyers, tax consultants, public auditors, certified accountants, economists, banking and bookkeeping experts, engineers and insolvency administration specialists, many with multiple qualifications, ensure practicable and economically sound solutions. PLUTA is one of the top restructuring companies, as demonstrated by rankings and awards from INDat, JUVE, The Legal 500, Who's Who Legal, brand eins, Wirtschaftswoche and Focus. Further information is available at [www.pluta.net](http://www.pluta.net).

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was then unable to adjust costs – primarily personnel expenses – quickly enough to reflect the new revenue situation. Tiba managing director Mr Till H. Balser stated firmly, “We have moved quickly and proactively to safeguard the company’s ability to take financial decisions. Together with the restructuring team, we are setting a course that will put the organisation on a leaner, more agile and more strategically focused footing. Our aim is clear: we want to ensure Tiba’s long-term success and continuity.”

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### Positive discussions between key parties

“The debtor-in-possession proceedings will give the company the opportunity to restructure under its own steam. Over the coming months, we will work together with management to prepare a robust restructuring plan that will address in particular the financial realignment and operational restructuring measures,” said PLUTA restructuring expert Mr Willrodt. The restructuring team also includes attorney Mr Stefan Riegger. Together with management, the team has already held important discussions with business partners. These have gone well, and the employees are also motivated and committed to supporting the restructuring process.

The company intends to take various steps to stabilise earnings, including focusing strategically on the service portfolio, closing unprofitable business units, optimising internal structures and engaging closely with existing customers. At the same time, it will continue to make important forward-looking investments, such as in the development of digital training formats. In addition, the

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relevant parties will launch the process of finding an investor with a view to securing a financially strong partner for the future.

The provisional insolvency monitor has also confirmed that the foundations are strong. Dr Max Liebig said, "The requirements for the debtor-in-possession proceedings have been met. The company is demonstrating great transparency and a clear willingness to act. I will support the restructuring process in the interests of the creditors."

### **Employee salaries guaranteed**

The employees' salaries are guaranteed for the duration of the provisional proceedings thanks to specific substitute benefits provided under German insolvency law. The workforce has already been informed of the situation. Discussions with key customers and partners have begun and are proving constructive. All customers have given their support to the process to date and are proceeding with their projects despite the filing.

'People are at the heart of any change' – this is the guiding principle of the Tiba Transformation Group headquartered in Munich, whose employees have been providing consultancy, management and training services for over 35 years. With their core strengths in project, change, process and organisational management, they serve as partners in the operational implementation of transformation projects. While efficiency and target achievement are the primary focus, they still maintain and promote open and constructive communication throughout each transformation.

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Subsidiaries Tiba Technologieberatung GmbH, Tiba ProjektSERVICE GmbH, Tiba Schweiz GmbH and Tiba S.L. based in Spain are not affected by the filing. The Tiba Group as a whole currently employs around 150 people.

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