



MAKING EXTRAORDINARY EXITS POSSIBLE



ANDY HARRIS

MANAGING DIRECTOR

Andy Harris is a proven CEO with over 30 years of leadership experience and an extensive track record in growth through M&A. Within his career, Andy has personally led over 20 M&A transactions ranging from strategic acquisitions of privately-held companies and corporate carve-outs to selling to strategic buyers. His deal experience ranges from \$20M to \$670M, with total value exceeding \$1B in transactions. He has been on both sides of the strategic M&A process and has a deep understanding of both the buy-side and the sell-side.

Andy was President and CEO of Accella Performance Materials from 2012-2017, leading Accella to grow revenue by 6x and profit by 8x in under 5 years through both organic and acquisitive growth (14 acquisitions), culminating in a strategic sale to the Carlisle Companies. Before taking the helm of Accella, Andy was the CEO of Syrgis, another specialty chemical manufacturing business, where he successfully led the business transformation, growing revenue 3x and profit 4x within 5 years, ending with a successful strategic sale of the company in 2012. Most recently, Andy was the CEO of Vantage Specialty Chemicals from 2018-2019, a global provider of naturally derived, specialty ingredients. Andy led two European acquisitions to strategically expand the business platform from North America to Europe, while leading the company's rebranding exercise and strengthening the global corporate culture.

Andy brings significant sector expertise and domain knowledge in industrial manufacturing, B2B spaces, with an emphasis on highly technical, high value-add, specialty chemicals, ingredients, equipment, instrumentation, and services. He also has broad industry experience in chemicals, water treatment, oil & gas, personal care, plastics, food and beverage, semiconductor, pharmaceutical and biotech.

Andy holds an MBA from the University of Southern California Marshall School of Business and a B.S. in Chemical Engineering from the University of Arizona. He specializes in business growth and transformation through M&A, and believes in building corporate cultures that serve as strategic drivers of success.

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