



ANDY HARRIS

PRESIDENT, NORTH AMERICAN STRATEGIES

Andy Harris is a proven M&A leader, CEO, active board member, and passionate advisor with 30 years of leadership experience who thrives to deliver results through M&A. As President, North American Strategies of STS Capital, Andy offers consulting to our clients and team on M&A deals while providing his expert guidance through all phases of the transaction process. In addition to performing the responsibilities of a Managing Director, Andy is responsible for expanding engagements with key strategic partners in North America to build enduring relationships for STS.

Within his career as CEO and as M&A advisor, Andy has personally led over 30 M&A transactions, which range 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 \$1.5B. He has helped many business owners achieve between 40% to 100% premiums over market value for their business by helping them find the right strategic buyer.

Andy is an active member of the Young Presidents Organization (YPO), which is a global leadership community of chief executives and business owners. He participates as a key facilitator at YPO's annual three-day M&A Playbook symposium where he shares his thought leadership as an industry expert.

Prior to joining STS Capital, Andy was President and CEO of Accella Performance Materials from 2012-2017. He led Accella to grow in revenue by 6x and profit by 8x under 5 years through 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 specialty chemical manufacturing business Syrgis. It was there that he successfully led business transformation by growing revenue 3x and profit 4x within 5 years, which ended 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 and 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. His unique ability to identify and develop optimum strategic value in an M&A transaction, combined with his servant leadership and mentorship, is fundamental to delivering extraordinary value to his clients.

AREAS OF EXPERTISE

- Industrial Manufacturing
- B2B
- Distribution
- Specialty Chemicals
- Water Treatment
- Oil & Gas
- Personal Care
- Plastics
- Semiconductor
- Food & Beverage
- Pharmaceuticals
- Biotech
- Processing Equipment
- Automation
- Instrumentation
- Industrial Services

MEMBERSHIPS/LEADERSHIP

- C-Suite:
 - Vantage Performance Materials, CEO
 - Accella Performance Materials, CEO
 - Syrgis Performance Products, President & CEO
- Board Experience:
 - Vantage Performance Materials
 - Accella Performance Materials
 - Syrgis Performance Products
 - M Chemical
 - TRIISO
 - Society of Chemical Manufacturers and Affiliates
 - American Composite Manufacturers Association
 - University of Arizona Alumni Association
 - University of Arizona Foundation
 - USC Marshall School of Business
- YPO:
 - Orange County Gold
 - Family Officer
 - Forum Officer
 - Needs and Leads Moderator
 - Deal Network Speaker