



THABCO
CYPRUS LTD.
INDEPENDENT LEADERSHIP TRUSTED DELIVERY

INTERIM PROJECT & CONSTRUCTION LEADERSHIP

PROGRAM LEADERSHIP PROJECT RECOVERY OWNER'S REPRESENTATION CONSTRUCTION MANAGEMENT

PHARMA | BIOTECH | CHEMICALS |

ABOUT THABCO

THABCO provides independent interim project leadership, construction management and owner's representation services to clients in pharmaceutical, biotech, chemical and advanced manufacturing.

Focused assignments support critical project phases, project recovery, temporary leadership gaps and delivery assurance.

We restore control of underperforming projects, strengthen governance, improve contractor performance and create predictable delivery across safety, quality, schedule and cost.

CORE SERVICES

PROGRAM & CONSTRUCTION LEADERSHIP

Executive leadership for major CAPEX programmes and construction organisations.

PROJECT RECOVERY & TURNAROUND

Rapid assessment, stabilisation and recovery of underperforming projects.

OWNER'S REPRESENTATIVE SERVICES

Independent representation of owner interests throughout project execution.

CONSTRUCTION MANAGEMENT

Leadership of site execution, contractors and project teams.

DELIVERY ASSURANCE

Independent review of performance, governance and execution risk.

OPERATIONAL READINESS SUPPORT

Support during commissioning, start-up, handover and operational transition.



THEO BRUGMAN INTERIM PROGRAM & CONSTRUCTION DIRECTOR

- ★ 35+ years international experience
- Major CAPEX projects up to €2.5 billion
- Construction organisations up to 2,500 personnel
- ◆ Extensive GMP and regulated-industry experience
- Europe | UK | Switzerland | Middle East | Asia

INDUSTRY EXPERIENCE

PHARMACEUTICAL MANUFACTURING

- API facilities
- OSD facilities
- Sterile manufacturing
- Fill-finish facilities
- GMP production facilities

BIOTECHNOLOGY

- Bioprocess facilities
- Cell culture facilities
- Cleanroom environments
- CQV integration

CHEMICALS

- Specialty chemicals
- Processed manufacturing
- Utility & infrastructure
- Brownfield expansions

ADVANCED MANUFACTURING

- High-technology facilities
- Complex industrial installations
- Utility systems
- Infrastructure projects

WHY THABCO

- ✓ **INDEPENDENT** Objective support focused solely on project success.
- ✓ **EXPERIENCED** Proven record across all phases of industrial project delivery.
- ✓ **PROVEN** Track record in regulated industries and project recovery.
- ✓ **PRACTICAL** Construction focus combined with strategic leadership.
- ✓ **FLEXIBLE** Focused short-term and interim assignments delivered on-site, rotationally or through a hybrid arrangement.

TECHNICAL EXPERTISE

- Major CAPEX programmes (€100M–€2.5B)
- Front-end loading (FEL)
- EPC / EPCM delivery models
- Construction management
- Project controls
- Contractor management
- Site leadership
- GMP compliance
- CQV integration
- Clean utilities
- High-purity systems
- Operational readiness
- Risk management
- Governance & assurance

SHORT-TERM ASSIGNMENT SUPPORT

CONSTRUCTABILITY REVIEWS

Independent review of design, work packaging, access, sequencing and execution constraints.

HSE STRUCTURE SUPPORT

Practical support in establishing effective project and construction HSE organisation and interfaces.

ENGINEERING & CONSTRUCTION READINESS

Assessment of engineering maturity against constructability and site execution requirements.

CONTRACTOR SELECTION SUPPORT

Independent support during prequalification, tender evaluation and construction capability assessment.

EPCM ORGANISATION & KEY ROLES

Review of the EPCM organisation chart, key-role interviews and appointment advice.

GEOGRAPHIC EXPERIENCE

**EUROPE • UNITED KINGDOM
SWITZERLAND • GERMANY
NETHERLANDS • MIDDLE EAST
ASIA-PACIFIC**

Available for selected short-term international assignments.

LET'S BUILD PROJECTS THAT DELIVER
VALUE — SAFELY, EFFICIENTLY,
WORLDWIDE.



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