



Announcement

April 2nd, 2019

RECOGNITION AWARDS 2018

At a management conference held in Switzerland in March, we announced a number of awards to recognize leadership and business performance for 2018, which was another good year for CCL:

Division of the Year 2018 (Sales over \$100 million)

Co-Winners

**SD Choe, Luis Jocionis, Reto Klauser, Kittipong Kulratanasinsuk
Eric Masson, Karl Michel
Closure Labels Worldwide**

**Eric Frantz, Jake Martin, Pat Moore
HPC Label US**

**Marat Batyrkaev, Roger Birolo, Orhan Capanoglu, Richard Foulsham
Thomas Summer, Alfred Werzi, Jens Winkler
Shrink Sleeves Europe and Brazil**

It was a fantastic year for our global closure label business delivering significant new customer volume, double-digit organic growth and record profitability on the back of unique process technology and product innovation at plants in France, Switzerland, Brazil, Korea and Thailand.

HPC Label in the United States at our plants in Charlotte, Lumberton, Shelton and Robbinsville delivered industry beating organic sales growth and record profitability topping \$50 million.

Sleeve sales in Europe and Brazil were up in the mid-teens organically with strong profitability, despite significant investment in new capacity. Interplant cooperation in Europe aided customer service and cost management.

CCL Design China was the runner-up, and had another strong year with significant operational improvements in all locations under **Alex Tu, Bing Xu, Henry Zhou and Alex Zhu**.

Division of the Year 2018 (Sales \$50-100 million)

Co-Winners

**Shannon Ablog, Stephan Finke, Dan Webb
CCL Label Sioux Falls 1**

**Alexia Azeredo, Maria Elena Alvarado, Christian Haider
Luis Jocionis, Ben Lilienthal, Ernesto Montalvo, Sandro Ribeiro
HPC Label Latin America**

Sioux Falls 1 sales in the USA increased \$15 million to \$73 million in 2018 with profits more than doubling as the plant completed its transformation to a clear focus on Food & Beverage and Sleeve technologies.

Despite challenging economic conditions, HPC Label posted another record year in Latin America with solid sales growth and profits passing \$25 million for the first time.

The team at our Beverage label plant in Germany: **Uwe Baier, Albert Feldbauer and Reinhardt Streit** were runners up after another excellent year in 2018.

Division of the Year 2018 (Sales <\$50 million)

Co-Winners

**Huan Yang and Echo Yu
CCL Label Tianjin, China**

**Nico Jean-Jean
Avery Europe Direct-to-Consumer**

Tianjin posted double-digit sales growth and an ROS in excess of 30% in 2018 and has become one of our best plants in Asia on the back of significant operational improvement.

Direct-to-Consumer sales in Europe passed \$27 million in 2018 with outstanding profitability, especially at the Goed Germerkt operation in the Netherlands

CH Ng and SK Sng were runners up on the strong performance of our CCL Design operations in Singapore and Malaysia in 2018.

In addition to the above, a number of special recognition awards were announced ...

Scott Mitchell-Harris, Erik Cardinaal, Harish Chandler and Prमित Sen for the turnaround in financial performance at **Checkpoint Apparel Labeling Systems Worldwide** with **Luc Camaran** receiving the same for results at **CCL Label France**. **Xavier Villalobos** and **Mariano Aguirre** for outstanding working capital management at **Avery USA** and **Peter Sperl** for the revival of **Meto Europe**. **Trish Mumby** received recognition for Customer Service at **Mabel's Labels** with **Joe Esposito and Andre De Hollander** receiving the same for **Checkpoint's** Merchandise Availability Systems ("MAS") business in the United States and Europe respectively. **Monica Mendez and Mark Williams** received awards for manufacturing excellence at **CCL Secure** and **Innovia Films** in Australia with **Bon Yuan and Derek Barclay** receiving the same for **Checkpoint MAS, China**. Sales growth awards for **John Peterson** **Checkpoint MAS USA** and **Andy Iseli, Rick Nopper and Jamie Shacklett** for **HPC Tube USA**. Excellence in EHS for **Uwe Dessecker, CCL Design (Labels) Germany** and **Daniel Choo, CCL Label Vietnam**. New business start-up successes for **Jeff Herz** at **Avery USA** for the 'on-line label aisle' and **Roberto Ferrario, CCL Design Italy** for decorative laminates. New Technology initiatives for **Al Green** and the RFID Software team at **Checkpoint MAS** and **Kittipong Kulratanasinsuk** for Combination Sleeve Decoration in **Thailand**. Acquisition Integration awards for **Allison Phillips and Kristin MacMillan** at **Imprint**. Key Account Management awards for **PJ Mullally** for **Dell** at **CCL Design** and **Ricky Hernandez** at **Avery** for **Amazon**. **Lee Pretsell** and **Chuck Campisi** from **CCL Label Toronto** for navigating their way through a change in their business mix. **Hemant Bhatia** for outstanding work in Digital printing at **Pacman-CCL, Oman**. New plant start up awards for **Michael McGarry, CCL Label Dublin, Ireland; Sharaf Ahmed, Pacman-CCL, Cairo, Egypt; Karl Michel, CCL Label Switzerland** and **Juan Carlos Bernal and Thomas Reichenbacher** for the shared **CCL Design and CCL Container Guanajuato** campus in **Mexico**

The evening ended with standing ovations for **Pierre Dery, CCL Label Montreal** and **Thomas Summer, CCL Label Hohenems** who both announced their retirements from our industry in 2019 after leading enormous expansions at their operations during their long leadership tenures. We will miss both of them deeply but wish them well in their future lives

Congratulations to all the winners in 2018 and good luck to everybody for 2019.

Thank you.

Geoff Martin
President and CEO
CCL Industries Inc.