



# THE TOTAL PACKAGE

CONNECTING THE MAUSER PACKAGING SOLUTIONS FAMILY

## Investing in the Future of Mauser Packaging Solutions

Second Quarter 2019

### EXECUTIVE MESSAGE

KEN ROESSLER, PRESIDENT & CEO  
MAUSER PACKAGING SOLUTIONS

In 2018, we were focused on the present: completing the ICS acquisition, integrating BWAY and MAUSER, and delivering on results. As we progress in 2019, we are spending more time focused on our future; much of which relates to Investments, and is a major theme of this quarter's Total Package. We are making Investments in four major areas:

- **Our People** – Building a strong Apprenticeship Program, investing in Training and developing our Safety programs
- **Our Operations** – Focusing on a capital plan targeting business maintenance and operational improvements
- **Our Technology** – Enhancing Salesforce.com, continued deployment of Shoplogix, cyber security enhancements to further protect our information, and a Sales and Operational Planning solution
- **Our Transportation Footprint** – Improving our systems and adding people to better manage our third largest cost

Underlying all of these investments in the future is our firm belief in our business model and our people. We have a very unique platform from which to service current customers, grow organically and expand through acquisitions.

The 2019 Critical Success Factors (CSF) that we have identified are helping to keep us focused on the areas of the business that we can best control and impact. Too often, as businesses grow, they chase too many initiatives and as a result, achieve too little. We will continue to familiarize the entire organization around the CSF, as each one of us can play a role in their execution.

Together we are building something special that we can all be exceptionally proud of today and long into the future.

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# GET TO KNOW OUR APPRENTICES...

Each year, our International Packaging business unit trains approximately 40 apprentices, in eight different professions, at four German locations producing a steady stream of highly qualified industrial workers. With the introduction of the global Mauser Packaging Solutions Apprenticeship Program in 2019, we will leverage the expertise of our current employees to train the next generation of our manufacturing workforce globally.

Meet some of this year's Apprentices!



## TOBIAS KAHLERT

*Commercial Apprentice*

*Brühl, Germany*

### What have you found to be the largest benefit of your apprenticeship?

Getting to know the day-to-day tasks of working in an office. The daily experience differs significantly from the way it is told to us in school. My apprenticeship gives me an advantage on knowing what to do and how to react to certain situations.

## ALEX ZASADA

*Technical Apprentice*

*Brühl, Germany*



### What are you hoping to achieve by being part of the apprenticeship program?

This apprenticeship is showing and teaching me about the steps a product goes through before reaching the customer. I am hoping to apply this knowledge to be a good mechanical engineer and also an educated consumer.



## JANIKA KRINGS

*Commercial Apprentice*

*Brühl, Germany*

### Why did you choose Mauser Packaging Solutions and which tasks do you like most?

As the worldwide leader in Industrial Packaging, Mauser Packaging Solutions stands for economics, globalization and innovation. We can impact everyone's daily lives with our focus on sustainability. I like to work in the Logistics department very much because of the connection between production and office.

## PANAGIOTIS GOUNTSOUDIS

*Technical Apprentice*

*Bammental, Germany*



### What have you found to be the largest benefit of your apprenticeship?

The greatest benefit of my apprenticeship has been my satisfaction with my performance and my ability to follow my passion as a mechanical engineer.

## Investing in Human Capital

### EMPLOYEE TUITION REIMBURSEMENT

Our Company encourages employees to continue their formal education and increase technical knowledge to broaden their skill set, improve their job effectiveness, and prepare for future responsibilities. Talk to a member of the Human Resources team today regarding eligibility and selection.



# INVESTMENTS

## AROUND THE BUSINESS

At Mauser Packaging Solutions, we're making significant investments in our people, facilities and equipment to drive sustainable growth for our business, customers and employees. Here is a glimpse into a few investments being made within our business units. We are reinvesting profits back into our business to improve many aspects of our jobs, operations, and work environment(s) which will drive safety, quality and efficiency.



### People - Safety Upgrades

Dock Barriers - ensuring safety at the loading dock

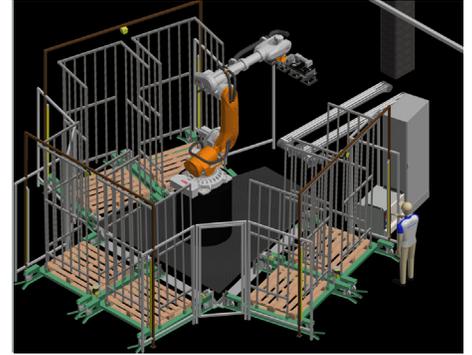
Reconditioning, Griffin, Georgia



### Operations - Business Maintenance

Beginning of roof repairs

Small Packaging, Chicago, Illinois



### Operations - Operational Improvement

Stacking robot - adding robotics to existing machines for improved safety and processes

International Packaging, Oosterhout, Netherlands



### Technology/Transport - Transport Management System

Improving our logistics system to provide superior service to customers

Mauser Packaging Solutions



### Operations - Safety Upgrades/Automation

Automation of repetitive fiber cleaning leading to improved safety

Large Packaging, Chicago, Illinois



At Mauser Packaging Solutions we make sure our employees feel challenged while also supported.



There's more to work at Mauser than just the work itself. Our employees grow personally and professionally.



Explore jobs at Mauser and apply today. Visit: [mauserpackaging.com](http://mauserpackaging.com)



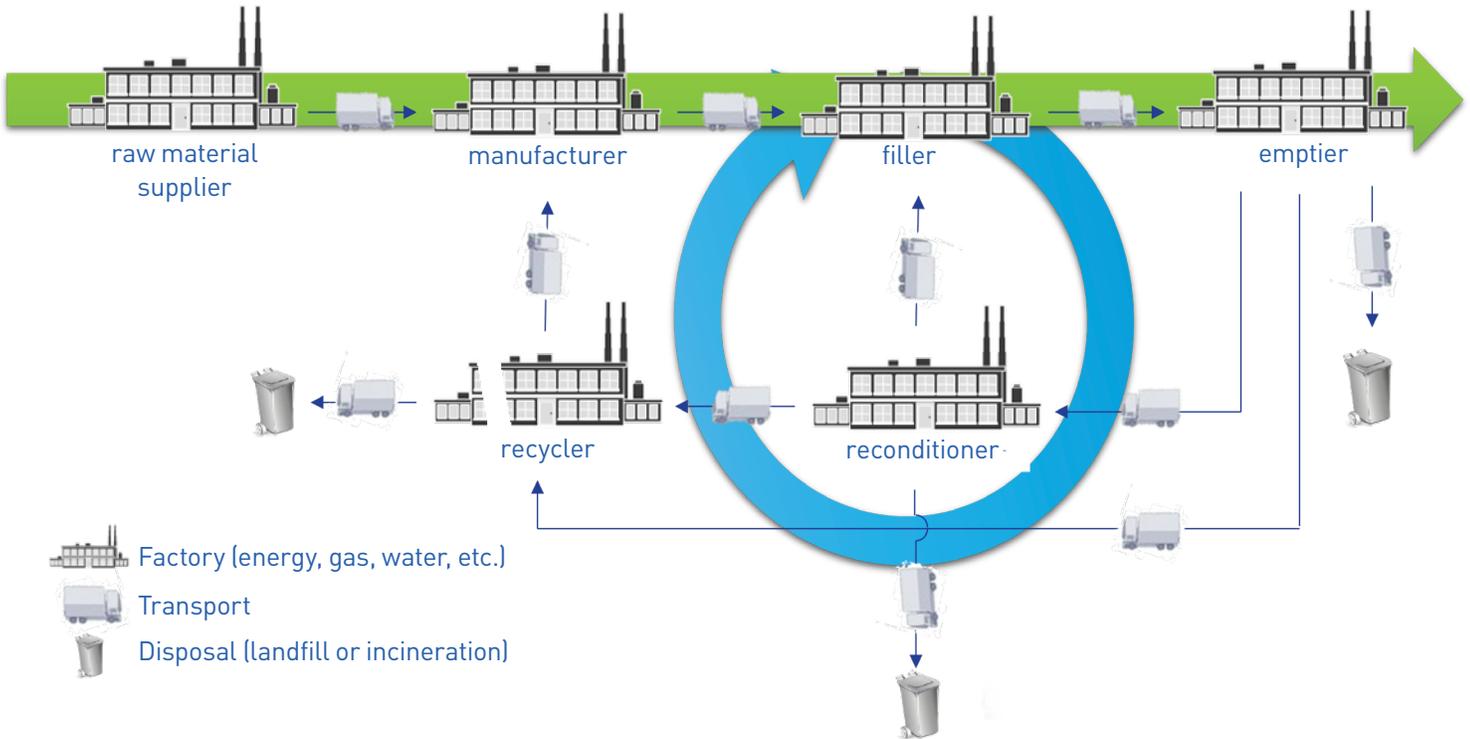
# UNDERSTANDING OUR BUSINESS

## FOCUS ON RECONDITIONING

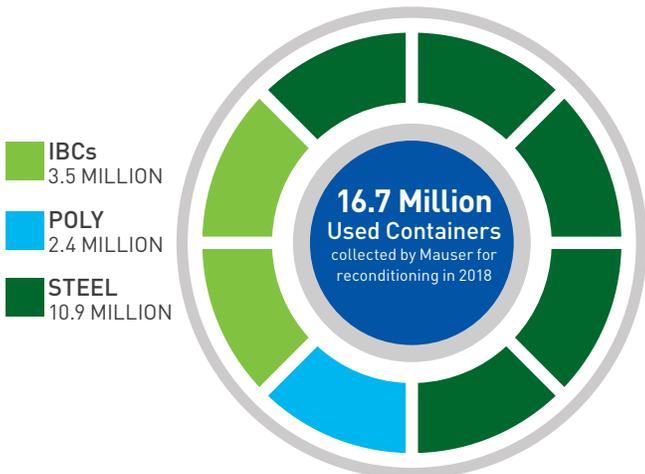
Our worldwide network of 96 reconditioning facilities collects and processes various types of used industrial containers from steel and plastic drums to Intermediate Bulk Containers (IBCs), with reuse as the primary goal.

### Lifecycle of Industrial Packaging

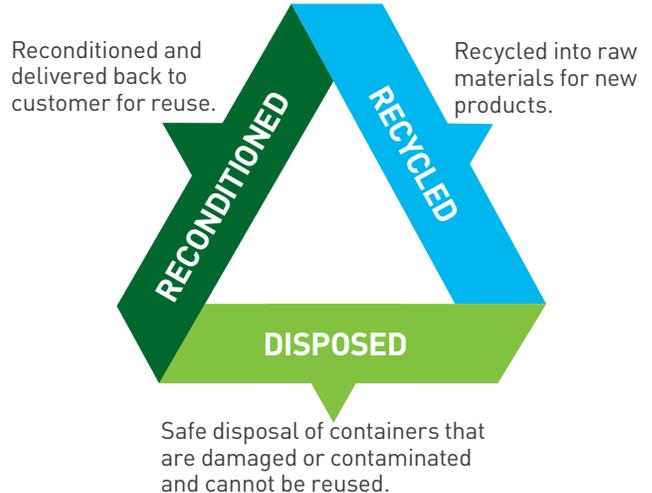
The label found on Mauser plastic and metal containers provides a phone number end-users can call to arrange for pick up after the container has fulfilled the original purpose. A single phone call begins the container’s journey to a new reconditioned life where sustainability takes center stage.



#### What is Mauser Collecting?



#### What Happens to Collected Containers?



“We are proud to be a leader in sustainability, with a life-cycle management model that works and paves the way for long-term success. Customers benefit, we benefit – and so does the planet.”

- Klaus-Peter Schmidt, head of R&D / Sustainability (International Packaging)





# CRITICAL SUCCESS FACTORS

## A Strategy Overview



### PEOPLE

We are attracting the best talent to grow our workforce and are focused on developing that talent. Our first obligation to our people is to provide a safe and enjoyable workplace for a fulfilling career.



### VERTICAL INTEGRATION

We are reducing costs and improving efficiencies by expanding our operations at varying points of the operation chain.



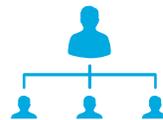
### LOGISTICS SYSTEMS

We are evaluating current trucking assets and areas of opportunities. By leveraging transportation across regions, we are able to stabilize cost and bring superior service to our customers.



### FINANCE & IT

We are leveraging best practices from our existing IT and Finance teams and will make work easier and data more readily available in times of digital competition.



### CUSTOMERS

We are educating our customers on the wide variety of products and solutions available across our business units.



### PROCUREMENT INITIATIVES

We are working to identify cost saving initiatives that promise significant financial benefits and the highest probability of success.



### RAW MATERIALS

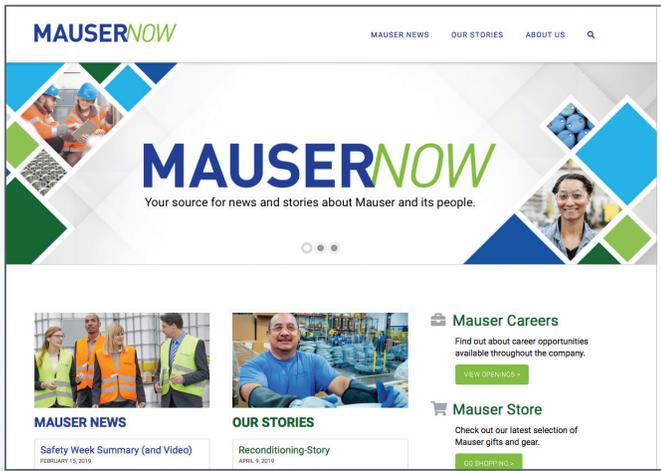
We use our collective buying power to ensure the best prices for the materials we need. Raw material costs have a direct impact on our financial bottom line.



### OPERATIONS

We manufacture our products. We are evaluating how we most efficiently utilize assets to provide the best products and services to our customers.





# Staying Connected

Check out our new employee communications hub. Access it anytime and anywhere for the latest happenings from around the Mauser Packaging Solutions world.

**Connect today! [MauserNOW.com](https://mausernow.com)**

MauserNOW is currently available in English only.



Scan this QR code to connect to MauserNOW in your browser or go to [MauserNOW.com](https://mausernow.com)

People, products, innovations — our new MauserNOW employee communications hub makes it easy to keep up with everything going on in the Mauser Packaging Solutions world.



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