



THE TOTAL PACKAGE

CONNECTING THE MAUSER PACKAGING SOLUTIONS FAMILY

Edition 1 - 2020

EXECUTIVE MESSAGE

**KEN ROESSLER, PRESIDENT & CEO
MAUSER PACKAGING SOLUTIONS**

We have been talking quite a bit lately about the Mauser Platform Optimization (MPO). I firmly believe that over time, it will differentiate us from our competitors and allow us to “create our own future” regardless of how global markets perform. A common thread that runs through the MPO is Investment. As many companies are pulling back investments in their businesses, we are making more investments in Mauser in order to secure our future. MPO investments are centered around:

- **People Development** - Investing in our global Apprenticeship Program and North American Front Line Leadership program
- **Mauser Operating System** - Investing in Continuous Improvement Engineers to improve our processes and create more uptime
- **Logistics Strategy/ Systems** - Development and deployment of a Transportation Management System (TMS)
- **Purchasing Cost Optimization** - Streamlining the global purchase of all non-bill of material items to deliver significant cost savings
- **Vertical Integration** - Expanding the production of in-house components and materials including valve production in Italy, tube line investment in Erkelenz, and doubling our PCR capacity
- **Machine Automation** - Investing in new technology to create a safer workplace
- **Reconditioning Processes** - Creating new tools to capitalize on our market position and improve our sourcing of used containers
- **Customer Excellence** - Implementing a sales planning tool that we will eventually extend to all business units
- **New Product Development** - New intermediate steel drum line in Mason, Ohio, the addition of a new consumer package, as well as improvements on our IBC design and multilayer barrier applications

In addition, we are embarking on a company-wide Sustainability project to enable us to publish an annual report and focus the business on sustainable processes. We plan to use this as a means tell our Sustainability and Life Cycle Management story better – a key differentiator for our Company.

This is no doubt an exciting time at Mauser Packaging Solutions, but ultimately it is our People that make the difference. I had the pleasure of visiting 17 of our plants in North America and Europe during the Safety 2020 Stand Down in January and was once again struck at the quality of our colleagues. As I presented the Company Strategy, I was asked some incredibly insightful questions, which shows me the level of engagement we have throughout the Company. As we begin 2020, I want to thank you for your efforts on behalf of Mauser and remind you how important your contributions are to the success of the Company.

WHAT'S INSIDE

SALES MEETING
Imperatives for 2020

OUR VISION
Global Leader of
end-to-end
Sustainable Packaging
Solutions

**MAUSER PLATFORM
OPTIMIZATION**
Our Plan for Strategic
Growth

**CONGRATULATIONS
TO OUR TEAMS**
Recognizing
Outstanding work in
2019

**GLOBAL HEALTH
AND SAFETY
POLICY**

SALES MEETING

IMPERATIVES FOR 2020



Above: Ken Roessler addresses sales team members

Below: Some of the sales team members recognized for milestone service anniversaries.



The North American sales teams met in Oak Brook, Illinois January 14-17 for their annual sales meeting. Our mission to become a “global leader of high quality sustainable rigid packaging products and solutions” served as the foundation for the meeting. This theme was echoed in presentations given by the Executive Committee members and during business unit small group sessions. Throughout the week, the team discussed four key areas which are imperative in accomplishing our mission in 2020... and beyond.

- Maintain a safe workplace for all employees
- Derive value from and grow our closed loop business model
- Maintain focus on our core markets and strengthen partnerships with our customers in those markets
- Continue to make Mauser easier to do business with

Our annual sales meeting is a critical component of a great sales culture. It is an opportunity to build the skills of the entire team and provide motivation for the new year.

“It was a great week with our sales teams from across all business units to layout our goals for 2020 and to reinforce our emphasis on operating as ‘one Mauser’.”

JOHN HOMAN
VICE PRESIDENT, GLOBAL MARKETING

OUR VISION AND STRATEGY EXPLAINED

The graphics on the next page illustrate how our various business segments work together to provide comprehensive service to our customers (top) and outline the strategy, goal, and engagement practices that guide how we do business (bottom).



Front Line Leadership is a multi-module leadership program currently offered in North America. In the program, leaders learn to deliver clear direction, coach employees, and provide effective feedback. The ultimate goal of the training is to enable leaders to create work environments that foster employee engagement, improve performance and safety, and increase employee satisfaction.

Target Audience:

All current, new or aspiring supervisors and managers responsible for directing the work of others.



Overall Program Objectives:

- ✓ Understand the skills, behaviors, and attitudes needed for effective leadership
- ✓ Provide tools for connecting and engaging with teams and individual direct reports
- ✓ Understand the psychology of employee engagement and satisfaction
- ✓ Learn communication skills needed to coach, provide feedback, initiate change, and manage conflict
- ✓ Develop skills in creating high performing, safe teams

For more information, contact Jason Wasikowski
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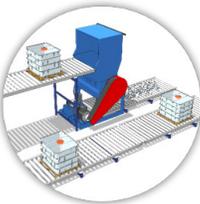


OUR VISION:

GLOBAL LEADER OF END-TO-END, SUSTAINABLE PACKAGING SOLUTIONS

PCR Strategy

- Leader in recycled resin production and consumption
- Redefining sustainability with introduction of environmentally friendly products



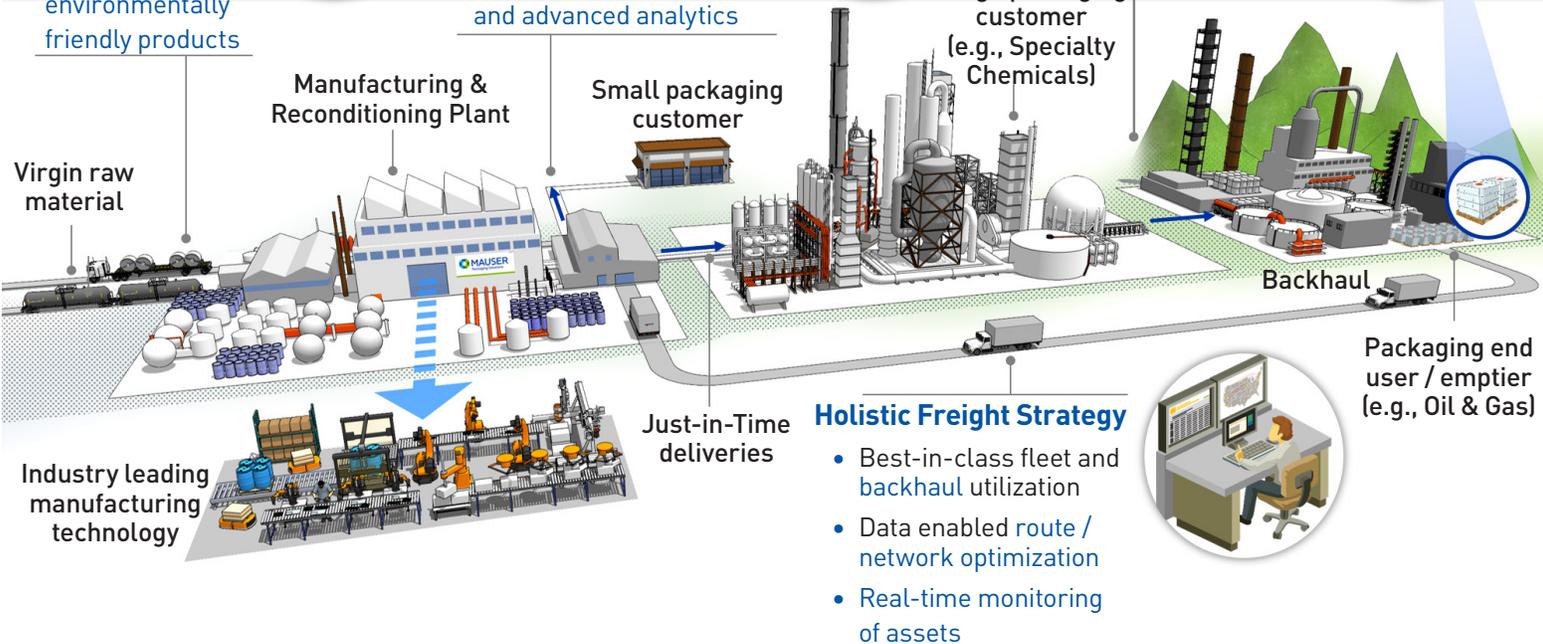
Commercial Excellence

- Expand in specialty chemicals, lubricants, and institutional food & beverage
- Enhanced go-to-market approach with sales force aligned across BU's
- Enhanced planning for customer demand, utilizing integrated data and advanced analytics



Innovation: Track and Trace

- Full track and trace (FT&T) of product using GPS / IoT
- Redefine sustainability via closed loop reconditioning & recycled resin supply and life cycle management



Strategy

- ▶ **Mission:** Global leader of high quality, sustainable rigid packaging products and solutions to help our customers grow their business and create value for our shareholders
- ▶ **Focused on core end markets** of Paints & Coatings, Chemicals, Petroleum, Consumer, and Food/Agriculture which provide stable growth
- ▶ Our **closed-loop business model** is a strategic advantage and can't be replicated

Goals

- ▶ Drive **growth per year** above the market
- ▶ **Deliver value** through our **Mauser Platform Optimization (MPO)** project from 2017 – 2023
- ▶ Drive towards our aspiration to be the leader in Sustainability within the Rigid Packaging Industry

Our Engagement

- ▶ **Maintain a safe workplace** for our people
- ▶ Attract, develop and retain **passionate Mauser Packaging Solutions team members**
- ▶ Ensure people's **annual objectives link to the Company's Strategy**



MAUSER PLATFORM OPTIMIZATION

OUR PLAN FOR STRATEGIC GROWTH

The Mauser Packaging Solutions Platform Optimization (MPO) is defined as the assembly, alignment, and leveraging of Mauser Packaging Solutions' resources to realize our goals/objectives.

As we continue to implement MPO across the business, we seek gains that come in the form of higher revenues, lower costs, and a more effective and efficient workforce

Why do we invest in MPO?

To stay ahead in a rapidly changing world

We operate in a dynamic environment; one in which periods of volatility, rapidly changing technology, and globalization are no strangers. When effectively implemented, our MPO objectives will become a reliable driver of short-term and long-term goals, which we can leverage to stay ahead in the market.

To achieve strategic advantage

By optimizing, we are able to hire and deploy the right skill sets further aligning our goals. This strategic advantage positions us to respond better to unexpected changes in the marketplace and drive toward our priorities quicker and more effectively.

To grow strategically

Getting the post-merger organization structure right—aligning cultures, human resources, priorities, and workflows—is key to unlocking the synergies and value-potential of the business.

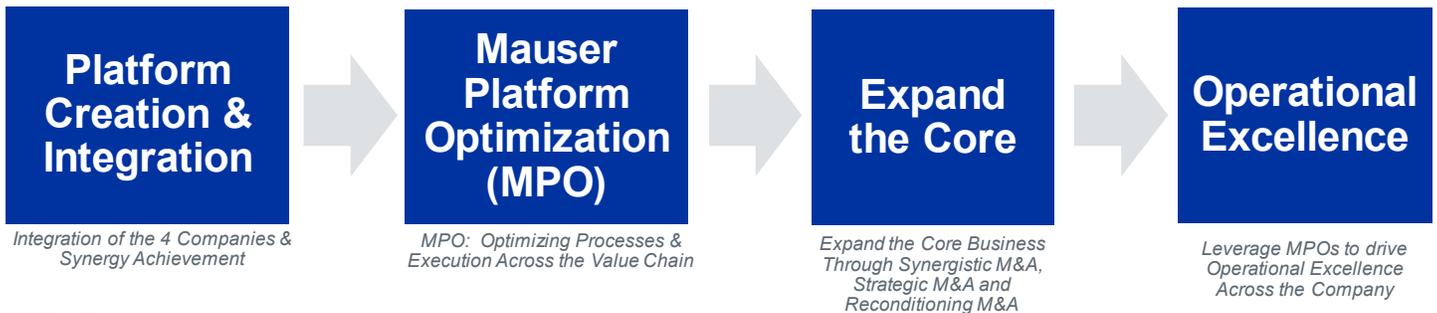
As the company's overarching strategy, MPO offers a proven and reliable roadmap for greater long-term success. By supporting our vision, we will make a significant impact for the business, our employees, and our customers.

2017-2019

2019-2021

2020-2022

2021-2023



Scan the QR Code to view MPO projects and how they relate to Our Vision.

SAFETY 2020

GLOBAL HEALTH & SAFETY POLICY

Safety is all about people. At Mauser Packaging Solutions, our dedicated workers are our biggest asset. It is our ethical responsibility to ensure that each employee goes home safe and unharmed, every day. To aid in fulfilling this responsibility, Mauser Packaging Solutions has implemented a Global Health and Safety Policy that outlines the Company's commitment to support safe decision making and actions across all business units.

With the implementation of the Global Health and Safety Policy and investment in safety education, we are equipping employees to create and maintain a safe work environment. We will continue to improve and identify risks by creating and enforcing safety programs, best practices, and guidelines, that support our Global Health and Safety Policy.

Focusing on safety is critical for our company, for you, for each other.



CONGRATULATIONS TO OUR TEAMS

RECOGNIZING OUTSTANDING WORK IN 2019

CANADA

Oakville, Ontario facility (Small Packaging) received the **2019 Oakville Hydro Conservation Award** for the completed upgrade of the facility's compressed air system. The upgrade resulted in a significant reduction in energy costs and environmental footprint.



SOUTH AFRICA

NCG-Container Solutions South Africa (International Reconditioning) received the **Associations Award of Excellence Certificate and Floating Trophy** from the South African Industrial Container Reconditioners Association (SAICRA). The award recognizes outstanding achievement in scoring 100 percent for both the Johannesburg and Durban site SANS10406 audits. Mauser Packaging Solutions South Africa was also recognized as the first reconditioner in South Africa to achieve **ISO 45001 certification** and the **ISO Integrated Management System Certification**.



CANADA

Langley, British Columbia facility (Small Packaging) earned the **Occupational Standard of Excellence (OSSE) Certification**. The Langley facility earned a 95 percent overall score in the comprehensive OSSE safety program audit performed by a certified external auditor, 15 percent higher than the 80 percent required to achieve certification.



BRAZIL

Mauser do Brasil Embalagens Industriais S/A of the Suzano and Taubaté Units (International Packaging) received the **Outstanding Environmental Certificate and the Green Seal of the Jornal Meio Ambiente de São Paulo** recognizing their sustainability actions offered to the market in the industrial packaging segment.



ITALY

Maider IBC S.r.l. (International Reconditioning - Villastellone, Italy) received the **Conai Award for Best Improvements in Reconditioning and Recycling**. The award highlights the technological and eco-sustainable innovation of production processes, through which we guarantee the recovery of materials and their reuse in the generation of new products.



MEXICO

Mauser International México, S. de R. L. de C. V. (Large Packaging/ Reconditioning - Tocola, Mexico) earned the **Food Safety System Certification (FSSC) 22000 (Version 4.1)** by meeting the requirements for the international standard of food safety. The team passed the audit for the certification with zero non-conformances.



GLOBAL HEALTH AND SAFETY – CORONAVIRUS

Mauser Packaging Solutions is closely monitoring CDC* information and updates on coronavirus. We will remain vigilant and follow all official recommendations.

At the time of print, coronavirus has already had a devastating impact on the lives of many. The Company's immediate action to support our impacted employees and ensure their safety is, and will remain, a top priority.

There are simple everyday preventive actions to help prevent the spread of respiratory viruses. These include:

- Increase your own awareness.
- Avoid handshaking and kissing on the cheek during greetings.
- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Wash your hands often with soap and water for at least 20 seconds.
- Use an alcohol-based hand sanitizer that contains at least 60% alcohol if soap and water are not available.
- Limit or restrict all travel.

Latest Mauser Packaging Solutions communications and information regarding coronavirus is available at mausernow.com/coronavirus. For additional infection control guidance, visit www.cdc.gov or www.ecdc.europa.eu.

*CDC stands for Center for Disease Control.

Focusing on safety is critical for our company, for you, for each other.

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