



## BW Senior Leadership Team members visit European operations

JUNE 3-7, 2024

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“The visit highlighted how much progress we have made during the last few years as we accelerate BW’s journey to a vibrant organization. The progress was tangible and real. From more market facing organizations, new innovations being launched, new skill sets being developed (e.g., additive manufacturing and contract manufacturing in Serbia), flexing capacity between sites and our cultural initiatives taking deep root in our teams (Shine the Light, informal celebrations and recognitions) – we walked away with material optimism around achieving of vision for BW. Full factories, engaged team members and exciting projects on the horizon...a truly exciting time to be part of BW.”

KYLE CHAPMAN | BW PRESIDENT

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BW Chief People Officer (CPO) Rhonda Spencer and BW Chief Financial Officer (CFO) Mike Monarchi receive an operations overview at BW Converting's PCMC facility in Lucca, Italy.



"It was fantastic to see the vibrancy in our European sites. Significant operations excellence progress in Lucca. Full plant floors, especially exciting to see in facilities like Neuwied which was a huge empty space when we first acquired W+D. Innovation being delivered in Padua with the Lego and IKEA. We were so grateful to be part of Shine the Light Awards in BW Flexible Systems in Padua and at STAX and to meet so many fantastic people! A wonderful visit!"

**RHONDA SPENCER | BW CHIEF PEOPLE OFFICER**



BW CFO Mike Monarchi and BW CPO Rhonda Spencer hear about production processes at BW Packaging's Pneumatic Scale Angelus facility in Parma, Italy.





When in Padua, Italy, BW SLT members toured BW Packaging's BW Flexible Systems' facility to learn about the new assembly layout and production flow.

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Watch this video highlighting the visit to BW Flexible Systems' Italy operations.

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BW President Kyle Chapman hosts a town hall with BW Packaging's BW Flexible Systems team members at the Padua, Italy facility.

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BW SLT members explore BW Converting's STAX Technologies facility in Čačak, Serbia to see STAX's technological innovations dedicated to the world of tissue paper packaging.



"In our tour of operations from Italy to Serbia to Germany, it was clear that our teams have developed a distinct vision of the markets to focus on to give our team members a future! Along with this focus, the investment in technology and operational excellence to earn the trust of our targeted customers was evident. The collective experiences of our listening sessions and their visions for the future were deeply gratifying and I left with a solid foundation of confidence in the future of all our stakeholders!"

**BOB CHAPMAN | BW CHAIRMAN & CEO**



BW CEO Bob Chapman joins team members and leaders at BW Converting's STAX Technologies in Čačak, Serbia to present Shine The Light Awards to STAX team members.





BW Chief Transformation Officer Carol O'Neill, BW CEO Bob Chapman, BW President Kyle Chapman and BW CPO Rhonda Spencer convene for business and culture updates at BW Converting's STAX Technologies in Čačak, Serbia.



"It was great to connect with the teams in Padua, Čačak, Stuttgart and Neuwied! The Padua team is coming together as one team to execute a HUGE order while working to build a more robust business. The STAX team were amazing hosts while busy with high volumes and our teams in Germany are innovating, leveraging Additive Manufacturing and showing the power of integrating teams from different businesses in one site to enable growth and flexibility!"

**CAROL O'NEILL | BW CHIEF TRANSFORMATION OFFICER**



BW SLT members join the BW Papersystems team at their Innovation Center in Stuttgart, Germany for a RFID Gen 2 Prototype demonstration.

BW Papersystems

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“We have great teams. The talent level is unbelievable...we have so many great leaders (some new, some who have been here for many years) that it's impossible not to feel excited about what's in front of us. Combining the great talent with the progress we're making on the innovation front is awesome. It was wonderful connecting with each of the teams.”

**MIKE MONARCHI | BW CHIEF FINANCIAL OFFICER**

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At BW Converting's W+D facility in Neuwied, Germany, members of the BW SLT received a tour and demonstration of one of their newest machines, as shown in this video.

**W+D** Winkler +  
Dünnebier

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