

## **PRESS RELEASE**

### **CMC Packaging Automation announces pioneering employee participation program**

- *Shared Success Program enables every CMC employee globally to participate in the financial success of the company – program will be first-of-its-kind among Italian companies in KKR's portfolio.*
- *CMC's ambition is to be a global leader in advanced logistics automation, making global supply chains more sustainable – its employees play a key role in fulfilling this ambition.*
- *CMC has more than doubled revenues since KKR's Global Impact team partnered with the Ponti family in 2020.*

**Città di Castello (PG), September 25, 2023** – CMC Packaging Automation ('CMC'), a leader in on-demand packaging, today announces the introduction of its Shared Success Program ('SSP'), an innovative employee participation program that recognizes the positive and powerful impact that employees have on the company and local communities.

Through the SSP, CMC will reward all employees for their commitment and contribution to creating value for the company, with the program becoming an important part of CMC's overall efforts to support and invest in its people. By creating an ownership culture and aligning financial incentives across all levels within the business, CMC recognizes its employees as key contributors to its success, while enabling it to attract market leading talent as the business continues to scale globally.

**Francesco Ponti, CEO of CMC, said:** *"As a people-first company, today's announcement represents the culmination of a lot of hard work and dedication by our employees. In 2020, when we launched the company's next chapter, it was of the utmost importance to find not only a strategic partner who could further build on CMC's strong performance and growth, but one who would also continue to prioritize the backbone of the business: our people.*

*"SSP is built on a simple premise: when people prosper, our company prospers. This program will accelerate our company's growth while sharing the financial value we collectively create. I wish to thank KKR for believing in CMC and driving our trajectory. We will continue to invest in innovation, research and technologies to maintain our leadership position and offer increasingly advanced and sustainable solutions. Days like this are a testament to CMC's pursuit of excellence and are an occasion to celebrate all that our people have achieved."*



PACKAGING AUTOMATION

Since KKR invested in CMC in 2020, revenue has more than doubled organically, while headcount has almost doubled. CMC has strengthened its international presence over this period, expanding into Germany, France and the UK, while also growing its facilities in North America with a new Sales, Service and Training center. Working with KKR, CMC has also focused on creating operational excellence in all aspects of the business, with the objective of building a global platform that's sustainable and scalable for the years to come.

**Pedro Godinho Ramos, Director, KKR Global Impact**, stated: *"We are proud of how the employees of CMC continue to contribute in so many ways to the outstanding performance of the company. We have seen first-hand the impact that programs like SSP can have on individuals and businesses. When you invest in employees, positive results can follow.*

*"We are honoured to support CMC in launching a program that will help drive continued performance through an incentivized and engaged workforce. We believe that CMC is able to make a material impact in the world through innovative solutions which address the critical challenge we face in global packaging. We'd like to thank every single CMC employee for playing a vital role in this, and we look forward to continuing our work together as we aim to create a more sustainable future."*

With the support of KKR's resources, network and global platform, CMC is continuing to expand its operations and invest significantly in R&D, creating leading-edge, sustainable packaging solutions for the world's leading companies. A notable partnership includes CMC's work with the Amazon Climate Pledge Fund, a \$2 billion venture investment program which invested in CMC to support the development of sustainable technologies and services for Amazon to meet its net zero carbon goal. This has enabled the company to become a player in the global e-commerce eco-system.

CMC has a clear vision of the role it can play in helping to address global climate challenges. As a global pioneer in right-sized packaging and advanced logistics automation, CMC relentlessly innovates to provide solutions with superior efficiency and reduced environmental impact, for every item shipped. Doing so, CMC not only serves the growing demand of the global logistics and e-commerce market, but also helps its customers reach their sustainability goals. Thanks to CMC's right-sized automation technology that compresses the volume shipped per order, CMC reduces CO2 emissions and waste. In 2022 alone, CMC saved over 340,000 metric tonnes of CO2 equivalent, avoided wasting over 194,000 metric tons of cardboard in packaging, and saved 43 million m<sup>3</sup> of void fillers. CMC's ability to deliver is rooted in trusted partnerships with clients and its culture of engineering excellence.



## **CMC Packaging Automation**

Based in Città di Castello (PG), CMC Spa is a private company engaged in the design, production, and sale of innovative solutions and high-tech machinery for mailing, graphic art, e-commerce, and logistics. Founded in 1980, the company has dedicated itself to developing strategies that could transform it into the leading provider of technologies, services, components, and professional technical training. CMC has always been attentive to promptly respond to the changing market demands with creative projects and tailor-made solutions. With the exponential growth of e-commerce reshaping the shipping industry, CMC now assists retailers and logistics companies in optimizing the order fulfillment process and using sustainable, robust, highly personalized, and secure packaging through its popular and award-winning 3D packaging technology, which perfectly adapts to the content of the package. For more information about CMC, please visit the CMC website at <https://www.cmcsolutions.com/>.

## **KKR**

KKR is a leading global investment firm that offers alternative asset management as well as capital markets and insurance solutions. KKR aims to generate attractive investment returns by following a patient and disciplined investment approach, employing world-class people, and supporting growth in its portfolio companies and communities. KKR sponsors investment funds that invest in private equity, credit and real assets and has strategic partners that manage hedge funds. KKR's insurance subsidiaries offer retirement, life and reinsurance products under the management of Global Atlantic Financial Group. References to KKR's investments may include the activities of its sponsored funds and insurance subsidiaries. For additional information about KKR & Co. Inc. (NYSE: KKR), please visit KKR's website at [www.kkr.com](http://www.kkr.com). For additional information about Global Atlantic Financial Group, please visit Global Atlantic Financial Group's website at [www.globalatlantic.com](http://www.globalatlantic.com).