

Board of Directors

Board appointed on 28 Aprile 2017. Term of office: 3 financial years.
The CEO is the only executive member of the Board



Éric Laflamme, Chairman
President of Emballage Gregso (Québec, Canada). In the past, President & COO of Cascades SA - European Boxboard Group



Michele Bianchi, Chief Executive Officer
Chemical engineer, with more than 18 years of experience in the European packaging industry. Coopted on 3 November 2016



Laura Guazzoni, Independent Director
Chartered accountant and business consultant. Bocconi University professor



Sara Rizzon, Director
Lawyer at the Jones Day Milan office. Expert in M&A and corporate compliance



Gloria F. Marino, Independent Director
Chartered accountant and statutory auditor



Allan Hogg, Director
CFO of Cascades Group since 2010 – Bachelor's Business Administration in Accounting



Giulio Antonello, Independent Director
In the past, investment banker and CEO of a listed Company. Presently, strategic advisor in the asset management field



ÉRIC LAFLAMME

Personal Information

Date of Birth: May 22, 1964 | Marital Status: Married with two children |

Languages: French (first language)
English (spoken, read and written)
Swedish (spoken, read)
German (Some – 60 hours)

Education

Bachelor's degree in Administration, Accounting and Information & Management Systems

Work Experiences

President and Owner (100%) of Emballage Gregso located in St-Eustache, Québec, Canada
2013 – up today

The company specializes in wood packaging sector, supplying specialized wood packaging for the heavy manufacturing industry.

Consulting Services

2011 to 2013

Management consulting services for a variety of businesses. Creation and implementation of my own business.

President and Chief Operating Officer of Groupe Emballage Spécialisé located in Lachine, Québec, Canada

2008 to 2011

Groupe Emballage Spécialisé is a private company specializes in protection packaging. With sales in excess of \$250M, its operating facilities are located in Canada, United States, Mexico, France and Germany.

Responsibilities: In charge of all the Group's operations (1,500 employees within 36 units) as well as sales, finance and IT.

President and Chief Operation Officer of Cascades Boxboard Group, located in Montréal, Québec, Canada

2002 to 2008

Cascades Inc. with its Head Office located in Kingsey Falls, Québec, Canada, is a multinational paper and packaging company with close to 90 operating facilities and nearly 11,000 employees across Canada, United States, and Europe. In 2016, sales increased to \$4,001 million.

Responsibilities: In charge of Cascades Boxboard's North American operations.

Vice-President and General Manager at Cascades SA, located in Paris, France

1998 to 2002



Cascades SA was the European Head Office of the Cascades' Boxboard Group.

Responsibilities: In charge of all the operations of the four European manufacturing facilities located in France, Germany, Sweden and England (1,300 employees), with sales of \$450M CDN through Europe, Africa and Asia.

General Manager, Sales and Marketing at Cascades SA, located in Paris, France
1995 to 1998

Responsibilities: Manage and supervise the Sales & Marketing European Network and outside Europe.

Mill Manager at Cascades Duffel NV, located in Duffel, Belgium
1993 to 1995

Responsibilities: In charge of the facility's operations and the strategic planning, sales, production, finance, environment and investments.

Mill Manager at Cascades Djupafors AB, located in Djupafors, Sweden
1991 to 1992

Responsibilities: In charge of the facility's operations and financing results, as well as sales, production, finance, environment and investments.

Controller at Cascades Djupafors AB, located in Djupafors, Sweden
1989 to 1990

Responsibilities: Start-up and implementation of the accounting systems and management; Implement the Cascades' business philosophy, its policies and procedures; integrate the facility within the Cascades' Group.

MICHELE BIANCHI

Since November 2016 CEO of RDM Group, the leading Italian manufacturer of cartonboard made from recycled material and the second largest leader in Europe.

Born on 1971

After the Master Degree in Chemical Engineering from Pisa University, Mr Bianchi started his professional career in the packaging sector in Svenska Cellulosa Aktiebolaget-SCA, acquired in 2012 by DS Smith, the leading provider of corrugated packaging in Europe.

After 14 years in SCA and 3 in DS Smith, with 8 different job positions and seven years of experience at European level, Mr Bianchi has a rooted and valuable knowledge of packaging sector dynamics and trends, and he has developed extensive skills in the management of complex organizations.

PROFESSIONAL EXPERIENCE



- **RDM Group**
 - **CEO**
Nov 2016 to date
Responsible for the Group's whole operations and strategies.
Led the re-organization of the Group at European level and managed the integration of the last acquisition of RDM La Rochette, which allowed an expansion of RDM's product range offering in a business sector of Folding Box Board.

- **DS Smith Paper Sourcing**
 - **Managing Director**
2015 to 2016
Responsible of a DS Smith BV company set up in Amsterdam, with the main scope to decide the Make/Buy/Sell for the entire DS Smith Paper and Packaging Divisions, including external procurement, internal/external Sales, Technical Customer service and Service Centre for the administration of P2P and O2C.

 - **Sales & Marketing Director (DS Smith Paper Division S&M)**
2014 to 2015
Sales & Marketing Director for the whole Paper Division, encompassing 10 paper mills in 7 countries, £890m turnover and 2,200 employees.

- **SCA/DS Smith Packaging Lucca**
 - **Managing Director**
2011 – 2014
In charge of the biggest mill in Italy on its sector, manufacturing all range of recycled papers, from white to brown and medium grades, turnover of €175€ and with a staff 188 people, covering also a reorganization aimed to higher profitability.

- **SCA Packaging Europe**
 - **Technology and Manufacturing Director Containerboard**
2009 – 2011
In charge for Containerboard division of SCA Packaging Europe of health and safety, risk management, technical investments, production, R&D, quality, environment, technical sourcing and Lean.

 - **Market Development Manager Containerboard**
2007 – 2009
In charge of the marketing and technical customer service of the Containerboard division with the objective to continuously update SCA Containerboard portfolio and product offering to Customers.

- **SCA Packaging Lucca,**
 - **Production Manager**
2002 – 2007
In charge of the total production process of the mill with production of full range of recycled papers, from white top to brown and medium grades.
Coordination of around 140 persons.

 - **Technology Manager**
2001 – 2002
In charge of the technology optimization of the mill.

 - **Laboratory Manager**
1999 – 2001
Head of the mill laboratory in charge of the quality control, chemical and additives selection, effluent treatment plant.

OTHER CURRENT PROFESSIONAL ROLES

- Board Director member of COMIECO, the Italian raw material consortium
- Advisory Board member of:
 - Assocarta (Italian Paper Association)
 - CEPI CartonBoard (European Cartonboard organisation)
 - ProCarton
 - WCO, the World Containerboard Organisation
 - Filiera della Carta, Cartotecnica e Grafica

LAURA GUAZZONI

Dati personali

Nata a Milano il 21 aprile 1965, cittadina italiana, coniugata, due figli.

Laurea in economia aziendale presso l'Università Commerciale L. Bocconi, Anno accademico 1987/1988

Attività professionale

Iscritta all'ordine dei Dottori Commercialisti di Milano dal 1991.

Professore a contratto di Economia aziendale e gestione delle imprese presso l'Università commerciale L. Bocconi dal 1994.

Iscritta al Registro dei Revisori Contabili dal 1996

Consulente tecnico del giudice presso il Tribunale di Milano dal 1997.

Studio professionale in Via Agnello 6/1 - 20121 Milano; tel. 0247762404 Fax 02796142; mail laura.guazzoni@studioguazzoni.com

Amministratore indipendente, sindaco o presidente del collegio sindacale in società di capitali tra cui: Gas Plus S.p.a. (emittente), Retelit S.p.a. (emittente); Sace BT S.p.a.; Simest S.p.a.; Agusta Westland S.p.a.; Campus Bio-Medico S.p.a.; Centro Diagnostico Italiano S.p.a.

Consulenza in materia di economia e gestione delle imprese (direzione, gestione e controllo), corporate governance, finanza aziendale, strumenti finanziari e mercati mobiliari. Valutazione delle aziende nell'ambito di operazioni di M&A, valutazione di asset immateriali, impairment test.

Consulenze tecniche di ufficio e di parte nel corso di arbitrati e di procedimenti giudiziari.

Consulenza in materia di responsabilità amministrativa delle società e degli enti ex D.Lgs. 231/01.



SARA RIZZON

Sara Rizzon graduated in Law at the University of Milan in 2006 and was admitted to the Bar in 2010. She joined the Milan office of Jones Day in 2007, where she presently practices primarily assisting clients in M&A transactions in various industries. She also gained a substantive experience in advising clients on regulatory and compliance matters involving Italian listed companies.

GLORIA FRANCESCA MARINO

Nata a Milano il 4 maggio 1968
Studio Via A. Manzoni, n. 42 - 20121 Milano
Telefono 02 780724 – 335 6160620
Email gloria.marino@marinoassociati.it

ESPERIENZA PROFESSIONALE

Dal 1992 ad oggi	Studio Professionale Marino Associati Dottore Commercialista e Revisore dei Conti Specializzazione in Diritto Societario e Consulenza Fiscale	Milano
Dal 1993	Iscritta all' Albo dei Dottori Commercialisti , n. 3576 del 15-9-1993	Milano
Dal 1995	Iscritta al Registro Revisori Legali , n. 65098, D.M. 13-6-1995 - G.U. 46 bis del 16-6-1995	

Incarichi attuali:

Dal 2013 ad oggi	Newco Tech (società gruppo Eni)	Sindaco Effettivo
Dal 2003 ad oggi	Uvigal	Sindaco Effettivo
Dal 2017 ad oggi	Reno De Medici (società quotata STAR)	Consigliere Indipendente, membro di ODV e Comitati
Dal 2017 ad oggi	Cairo Communication (società quotata STAR)	Sindaco Effettivo

Principali incarichi cessati:

Dal 2006 al 2015	Liguria Società di Assicurazioni (gruppo UGF)	Sindaco Effettivo
Dal 2006 al 2015	Liguria Vita Assicurazioni (gruppo UGF)	Sindaco Effettivo



Dal 2006 al 2014	Incontra Assicurazioni (gruppo UGF)	Sindaco Effettivo
Dal 2000 al 2015	Pronto Assistance (gruppo UGF)	Sindaco Effettivo
Dal 2010 al 2014	Advise Only Sim (vigilata Banca Italia)	Presidente del Collegio Sindacale
Dal 2014 al 2014	Mediacontech (società quotata)	Consigliere
Da 03/2016 a 9/2016	Bolzoni (società quotata)	Consigliere indipendente

ATTIVITA' PROFESSIONALI AGGIUNTIVE

Dal 2017 ad oggi	Centro Studi AIDC Componente del Comitato Scientifico	Milano
Dal 1996 ad oggi	Ordine dei Dottori Commercialisti Componente Commissioni di studio dell'ODCEC di Milano Dal 2017 Componente commissione "Governance delle Società Quotate"	Milano
Dal 1995 al 2000	Unione Giovani Dottori Commercialisti Segretario di categoria: collaborazione e organizzazione di convegni e congressi	Milano
Dal 1992 al 1999	La Tribuna dei Dottori Commercialisti Segretario di redazione	Milano

ISTRUZIONE

1992	Università L. BOCCONI Laurea in Economia Aziendale: specializzazione "Libera Professione"	Milano
1986	Atlantic College (United World College) International Baccalaureate : borsa di studio biennale	Galles
	Liceo Classico Parini	Milano

LINGUE STRANIERE

Inglese	fluente
Francese	fluente

ALLAN HOGG

Vice-President and Chief Financial Officer
Cascades Inc.



Allan Hogg holds a Bachelor's of Business Administration in Accounting, is a member of the Order of Chartered Public Accountants of Québec and has been with Cascades for more than 27 years.

Over the years, he has held various positions, including that of Corporate Controller, of Director of Finance, of Treasurer of the company and, since 2010, that of Vice-President and Chief Financial Officer.

A key actor in the management of Cascades and in the company's relations with its financial partners, Mr. Hogg was also a director of Boralex Inc. and is now a Board member of Reno De Medici, S.P.A., an European boxboard producer and is also a member of the Board of Directors of the ITHQ Foundation, a school supporting training in tourism, hospitality, food service and sommelier.

GIULIO ANTONELLO

Born in 1968, married, with two children.

Swiss national.

Giulio Antonello was educated in the United States where he obtained a Bachelor of Science degree from the Wharton School of the University of Pennsylvania and an MIA from Columbia University.

In the USA, he was an investment banker for Credit Agricole in New York.

Returned to Europe, he covered various roles within the Ciment Portland group, later purchased byHolcimLafarge AG. In this respect, he was member of the board of Concrete Milano SpA, Dolomite Colombo SpA and Industriale Calce SpA.

From 2006 to 2015, Giulio was CEO of Alerion Clean Power SpA, a company listed on the Milan Stock Exchange and among the Italian leaders in renewable energy. He had entered Alerion's starting management team in 1996 and was instrumental in focusing the company from a diversified holding into an industrial operator.

Since 2016, Giulio Antonello follows his family investments in the financial, real estate and agri-food sectors.

Besides the roles covered within Alerion Clean Power, between 2006 and 2016, Giulio Antonello, was also on the board of Campisi SIM, Telelombardia SpA, and Enertad SpA (today ERG Renew), SIAS SpA,



Industria e Innovazione SpA, Reno de Medici SpA, Eurotech SpA, Go Internet SpA, and Italcementi SpA listed on the Milan Stock Exchange.

Current Roles:

Listed companies:

Eurotech SpA	Consigliere
Go Internet SpA	Consigliere

Other significant companies:

Financiere Phone 1690 SA, Neuchatel	Administrateur
Quercus Asset Selecton Sarl, Luxembourg	Advisory Board member
Azienda Agricola Riserva San Massimo SpA	Presidente

Board of Statutory Auditors

Giancarlo Russo Corvace

Date of Birth: January 27, 1953

Address: Via del Pellegrino 75, 00186 Roma

Via Gramsci 54, 00197 Roma

Tel. 0668300956 fax 0668307085

Tel. 063612941 fax 063201426

Email: grc@russocorvace.it

Personal Profile



Graduated with honours in Economics, MBA.

Employment History

Up to 1985 has been working as a manager at the Financial Affairs of Banca Nazionale del Lavoro dealing with the organization of international loans. In particular oversaw the opening of the eurolira market swaps, following the first transactions taking place in the market.

In previous assignments carried out, for some periods, its business at Bank of America in London.

Until 1988 CEO of the Ifigest Fiduciaria Sim S.p.A. active in the market for asset management, which oversaw the licensing and setting activity. Today Banca Ifigest.

Since 1989, join the Law Firm Graziadei and Ferreri & Partners in Rome where carries out consultancy in the fields of finance and commercial law issues relating to Italian and international large and medium sized Italian and foreign groups. Has curated among other things, the IPO of A.S. Roma SpA (football club), the privatization of Aeroporti Di Roma SpA, the reorganization of ENEL, the sell of Biondi Santi srl (Brunello di Montalcino), corporate restructuring operations and project financing.

Tiziana Masolino

Date and Place of Birth: December 20, 1973, Saronno (Varese- near Milan - Italy).

Marital status: married, two sons.

Office: Via Passione, 8 - 20122 Milano (I)

Direct line: +39-02-76317486

Mobile: +39-3488020800

e-mail: tmasolini@studiotavormina.com

pec: tizianamasolini@legpec.it

Education and Qualification

- July 1992, Secondary School Diploma, Classical and Linguistic Studies, Liceo "Papa Ratti", Desio (Milan);
- March 2000, Degree in Business Economics, University of Milan;
- Chartered Accountant since 2004, Statutory Auditor since 2006.



Foreign languages

- English

Work experience

- From March 2006, Member of Studio “Tavormina e Associati Dottori Commercialisti”, Chartered Accountants and Tax Advisers in Milan;
- From January 2004 to February 2006, Chartered Accountant and Tax Consultant - Studio Toffoloni e Tavormina Chartered Accountants and Tax Advisers in Milan;
- From December 2001 to December 2003, professional traineeship - Studio Toffoloni e Tavormina Chartered Accountants and Tax Advisers in Milan;
- From May 2000 to November 2001, professional traineeship, Studio Baudo - Gazzola Chartered Accountants and Tax Advisers in Milan.

Main services provided

- Corporate and tax adviser;
- Family wealth adviser, foreign assets re-entry;
- Adviser for merge, de-merge, contribution;
- Statutory Auditor in industrial companies, listed and not.

Main corporate appointments (current)

- RENO DE MEDICI S.p.A. (cartonboard based on recycled materials, listed on Milan Stock Exchange, member of the Board of Statutory Auditors);
- RDM MARKETING S.r.l. (cartonboard based on recycled materials, Reno De Medici Group, member of the Board of Statutory Auditors).

GIOVANNI MARIA CONTI

Born in Milan on October 4, 1964

Office, Largo Augusto, 3 20129, Milano - Italy

Phone: + 39 02 796141, Telefax +39 02 796142

gm.conti@cpassociati.com



Qualifications Degree in Business Administration at the University Bocconi in Milan in 1992.

Professional registers Since 1994 the National Register of Certified Public Accountants of Milan. Since 1999, the Register of Auditors.

Present Company Appointments Liquidator of Edilraf S.r.l., Real estate Company controlled by Fondazione Monte Tabor, appointed by the Board of the Liquidators of the arrangement with creditors under bankruptcy law (concordato preventivo) and of 400 Fifth Avenue Holding S.p.a..

Member of the Board of Directors:

- Apeiron S.p.a.
- Biancamano S.p.a. (listed company)
- DEMA S.p.a.;
- Monzino S.p.a.
- Oryx Finance S.r.l. (Chairman);
- Vivigas S.p.a..

Standig Statutory Auditor of:

- A.A.M.P.S. S.p.a. (Chairman)
- Alerion Energie Rinnovabili S.r.l. (Chairman)
- Emerisque Italia Group S.p.a. (Chairman)
- R.D.M. Marketing S.r.l. (Chairman)
- Reno De' Medici S.p.a. (listed company)
- Reno De' Medici Ovaro S.p.A. (Chairman)

Professional experience Founding Partner of CPAssociati a chartered accountants professional firm, accrues a great deal of experience as advisor for companies and groups, family companies included, with specific reference to tax, evaluation and corporate governance issues related to corporate finance transactions and M&A operations. In 2003 he takes part to the drafting of the Italian Government law to reform the tax system. In 1999, he is Founding partner of RSC & Partners S.r.l. (currently Oryx Finance S.r.l.), an advisory firm specialized in M&A, debt advisory, financial restructuring, business plans drafting and services for funds which are interested in investing in underperforming companies.

Advisor in the areas of evaluations, corporate finance, merger and acquisition, corporate governance and listing or public offering processes, of companies and groups operating in many sectors such as highway companies, engineering and facility management, fashion, renewable energy, pharmaceutical and music; former member of the

board of directors and administrative bodies or control of these companies or their subsidiaries.

Technical Consultant for the Court of Milano, with specific reference to evaluation and corporate finance/M&A operations, he is member of the boards or liquidator of companies involved in restructuring processes or bankruptcy law proceedings, operating in different sectors (A.A.M.P.S. S.p.a., Biancamano S.p.a., DEMA S.p.a., Edilraf S.r.l., Lucchini S.p.a., Bresciano S.p.a.).

Area of professional specialization:

Financial Advisor for M&A, debt restructuring and other bankruptcy procedures; Business Plans assessment according to article 67 of RD march 16th 1942, n. 267 (Bankruptcy Law), companies and investment evaluation.

Listing processes, with specific reference to the definition of corporate governance systems, analysis and evaluation of systems of management control.

Advisory services to national and international companies and groups with particular reference to corporate governance systems, reorganization of groups corporate structures and management of "generational change" by Family Groups.

Financial, corporate governance and tax (national and international) advisory, for corporate finance, merger and acquisition reorganization and restructuring processes (also according to Italian Bankruptcy Law).

Corporate trainer and publications Trainer of courses organized by the Italian Banking Association in credit and finance.

Trainer of courses in taxation, corporate and finance for banks and specialized companies.

Orator at conferences sponsored by Orders and Associations of Chartered Accountants on Corporate Governance, accounting and tax aspects of M&A operations.

Publications:

- "Manuale di fiscalità internazionale", edited by: Dragonetti, Piacentini, Sfondrini, Edizioni IPSOA 2015;
- "Codice delle Società e del Reddito d'Impresa" authors: Conti, Costanzo, Novati, Edizioni Egea 2006

- “Bilancio e reddito d’impresa – disciplina civilistica e fiscale analisi di bilancio” authors: Conti, Costanzo, Novati, Priori, Edizioni Egea 2005;
- “TUIR – Commentario al D. Lgs. 344/2003”, authors: Conti, Costanzo, Palmieri, Edizioni Egea 2004.