



Press Release

Arques, August 29th, 2019

Arc announces three new appointments to its executive management team to support key initiatives in the company's future development

- Xavier Roy-Contancin as Group Chief Financial Officer
- Laurent Hien as Group Vice President of Operations
- Stéphan Fertikh as Director of Human Resources for Europe

After more than 15 years as Chief Financial Officer of Antalis and the Sequana Group, Xavier Roy-Contancin, 60, joins Arc as Group Chief Financial Officer, replacing Jacques-Olivier Baert who decided to pursue other personal and professional projects. Xavier began his career at PwC, before being appointed at Crown Cork & Seal/CarnaudMetalbox and, later, spending two years in Sweden at Tetra Laval Group. He holds a degree in Political Science and an MBA from the University of Chicago – Booth School of Business.

As a member of the Group Executive, Operations, and Strategic Committees, Xavier will participate in the decision making process regarding the company's main operational and strategic plans and will notably provide various analyses and forecasts on the Group's performance and financial outlook. He will also play a key role in the analysis and control of costs, and in the implementation of an efficient and harmonized financial organization.

Laurent Hien, 53, is appointed Group Vice President of Operations. Throughout his career, Laurent has held several senior positions in the automotive sector (PAS, Faurecia and Visteon). Prior to joining Arc, he was Vice President of Operations and Engineering at Novares Group.

As Group Vice President of Operations, Laurent will be responsible for furthering the safety culture throughout the Group. He will also ensure the development and implementation of a strategic operational plan to support the Group's business objectives while implementing best in class manufacturing practices to improve productivity. Laurent is a graduate of Belfort's École Nationale d'Ingénieurs (ENIBe).

Stéphan Fertikh, 44 years old, has been appointed Human Resources Director for Arc Europe. He succeeds Emmanuel Saussard, who has decided to take a new personal and professional path. In 2000, Stéphan Fertikh joined the automotive sector as HR Manager for Möllertech Valenplast. He then assumed HR roles with increasing level of responsibilities for Mecaplast and then Faurecia. In 2007, he joined Bonduelle Group as HR Director for France, and was later appointed HR Director for Fresh Europe in 2013.

Stéphan Fertikh will ensure that Arc successfully meets the challenge of generational skills and expertise renewal. He will maintain a high-quality social dialogue and support the initiatives tied to Project Synergie 2020. As such, he will accompany the strategic management of Arc France operations. He holds a degree in occupational psychology from the Université Catholique de Lille, completed by a HR specialization.



Nicholas Hodler, Arc's Group CEO, said: *"We are delighted to welcome recognized and successful professionals at a time when we are beginning a new dynamic in the Group's life. Their expertise and sense of commitment will be invaluable in supporting our growth and contributing to the strategic thinking that will enable us to successfully carry out new developments and proceed in the next phase of our transformation."*

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About Arc

Arc employs more than 10,000 people worldwide, including 4,500 in France. The Group, whose head office is located in Arques, in the French Pas-de-Calais region, achieved gross sales of €933 million in 2018. Armed with its know-how in glassware, it developed globally and currently markets its complete tableware ranges to more than 160 countries.

The Group covers the Consumer Goods and Food Service markets through a portfolio of brands – Luminarc®, Arcoroc®, Arcopal®, Cristal d'Arques® Paris, Eclat Cristal d'Arques® Paris, Chef&Sommelier®. For over 40 years, the Group has also been serving professional customers – industrial groups, wholesalers, manufacturers of semi-finished and finished products, service providers – with a wide range of tailor-made solutions to meet their specific needs (industry, advertising, premiums, loyalty).

Arc is present in five continents with its production sites (France, United States, China, United Arab Emirates, Russia), distribution subsidiaries (United States, Spain, Portugal, Italy, United-Kingdom, Russia, India, Australia, Japan, South Africa, Singapore, South Korea) and sales offices.

The Group has adopted a strategy of sustainable development in order to balance economic requirements, social responsibility and respect for the environment, and joined the U.N.'s Global Compact in 2003.