



March 7, 2022

The horrific scenes from Ukraine in the media have brought me to tears on multiple occasions since February 24th, I am sure you all share the same emotions of shock & despair ... it's frankly just very hard to believe this madness can really be happening so close to the borders of the liberal democracies in continental Europe. I know many of you a short flight (and in some cases drive) away from this terrible war face heightened anxiety levels as a result of your proximity. But whether you sit in Toronto-Los Angeles-Shanghai-Melbourne-Mexico City or London the images of ordinary Ukrainian people, especially children and the elderly, going through such unimaginable suffering at the hands of this brutal Russian military onslaught provokes only one thought ... what can we do to help?

I am therefore pleased to announce our Board of Directors are supporting the Company taking the following actions...

1. CCL Industries will make an immediate donation of \$250,000 to the International Red Cross who are deeply involved with the humanitarian disaster now unfolding.
2. A further \$250,000 will be reserved to match donations to Ukrainian relief efforts raised by employees at our locations around the world ... any business or office looking for matching funding should contact Sean Washchuk at our corporate office in Toronto.
3. Lastly, some days ago I directed our senior European leaders to look at providing accommodation and employment opportunities at our sites in Central & Eastern European countries to some of the many refugees now pouring into that part of Europe. This effort will be coordinated by Guenther Birkner ... any ideas reach out to him or your local General Manager.

Out of all such disasters you often see the best of humankind. The scenes of warm welcome to refugees at the Polish & Hungarian borders and the Berlin railway station reminds us all that there is also good in this world...

Thank you in advance for your support.

**Geoff Martin**  
President and Chief Executive Officer

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