

# Organisational Announcement

## Message from Dennis van Schie

### 来自丹尼斯的组织架构调整通告

#### Mark Barratt will be leaving Colart 马克 巴拉特将离开柯雅

Mark Barratt has decided to move on and seek new opportunities outside Colart. Mark will take on non-executive board work and go back to develop his own consultancy firm. He will be leaving the company on 31<sup>st</sup> December 2019. 马克已经决定在柯雅之外开拓事业寻找新的机会。马克将从事非执行董事的工作，重回经营自己的咨询公司。

他将于2019年12月31日离开公司

#### Organisational changes 组织架构变化:

Before the summer we communicated our decision to adjust our cost base and adapt to becoming a smaller business with the aim of delivering a **5% EBIT level in 2021**. Aligned with this decision, is our ongoing simplification strategy seeking opportunities for synergy and decentralisation by giving more authority and ownership to local/individual business units – our actions with Brand last year was part of this strategy.

在夏季之前，我们沟通过我们决定调整成本基础以及满足缩减企业规模的决定，目标是在**2021年实现5%的息税前利润水平**。根据这一决定，我们正在进行的简化架构战略，通过赋予当地/单独业务单元更多权力及所有权来寻求协同融合及权力下放的机会。我们去年的品牌组织调整行动也是这一战略的一部分

Given this strategy and the fact that Mark Barratt is leaving Colart, the following organizational changes will take place from 1<sup>st</sup> January 2020 onwards 基于这样的战略以及马克将要离职的事实，从2020年1月1日开始，将有如下组织架构的变化:

1. Delaying of Operations, the with removal of the Chief Operations Officer (COO) role 精简运营架构，取消首席运营官（COO）这一职位
2. As a result, Bruno Lebourdais, Dominique Murzeau and Richard Llewellyn will report to me directly and join the Group Leadership Team (GLT). 因此，Bruno Lebourdais, Dominique Murzeau 以及 Richard Llewellyn将直接向我汇报，并加入到集团领导力团队（GLT）
3. Tianjin Factory (CTAM) (Nandor Krisko) will report to Dominique Murzeau 天津柯雅工厂 (Nandor Krisko)将向Dominique Murzeau汇报
4. Minehead (Adrian Ryan) and Lowestoft (Mark Brindle) will report to Richard Llewellyn 脸彩工厂 ( Adrian Ryan)以及皇冠笔厂将向Richard Llewellyn汇报

5. Group Operations functions in the Studio Building will report to Richard Llewellyn – this includes:英国办公大楼内的集团运营职能将向Richard Llewellyn汇报-这包括:
  - NPD
  - Regulatory and HSE 合规及HSE (Jenny O'Brien)
  - Packaging包装 (Lawrence Hutchison)
  - Lab实验室 (Cris Cosgrave)
  - Quality and Sustainability质量及可持续 (Ajita Chamberlain)
  
6. North American DC4 Warehouse (Sanjay Marwaha) and Customer Service (Amanda Herman) in Piscataway to report into the North American Commercial Business Unit (Steve Chamberlain)  
北美DC4仓库(Sanjay Marwaha)以及位于Piscataway的客户服务(Amanda Herman)将汇报至北美商务业务单元(Steve Chamberlain)
  
7. SIOP in Piscataway (Rich Johnson) to report to Finance North America (Mark Triano)  
Piscataway的SIOP 职能(Rich Johnson)将汇报给北美财务(Mark Triano)
  
8. UK DC2 Warehouse in Kidderminster (Paul Woodward) to report into the UK Commercial Business Unit (Anthony Taylor)  
英国DC2仓库(Paul Woodward) 将汇报至英国商务业务单元(Anthony Taylor)
  
9. Operations finance (Mark Brown) to report into the CFO (Jonathan Spight)  
运营财务(Mark Brown)将汇报至首席财务官CFO(Jonathan Spight)

In addition to the above changes, there is a proposal to make redundant the Global Procurement role currently held by Anna Palmgren-Houel in London. Discussions are therefore ongoing between Mark Barratt, Anna Palmgren-Houel, Dominique Murzeau and Bruno Lebourdais on how procurement could be structured going forward.

除上述变动外，还有一项提议是，将精简安娜目前在伦敦担任的全球采购管理岗位。因此，马克、Anna Palmgren-Houel, Dominique Murzeau 以及 Bruno Lebourdais正在讨论今后如何安排采购管理职能。

While causing a significant impact on people and process, I am convinced these changes are not only right but are the consequence of the transformational and governance developments we have put in place over the last 3 years.

这些变化对人员和流程产生重大影响的同时，但我相信这不仅是正确的，而且也是我们在过去3年中实施转型和治理的发展结果。

Mark Barratt and his team have been instrumental in delivering this maturity of process and control to develop a sustainable Colart and I sincerely want to thank him for this.

马克和他的团队一直致力于递交流程和控制的成熟化，以发展一个可持续的柯雅，我真诚地感谢他。

Best Regards,

祝好



Dennis van Schie

丹尼斯

**CEO**

**首席执行官**