

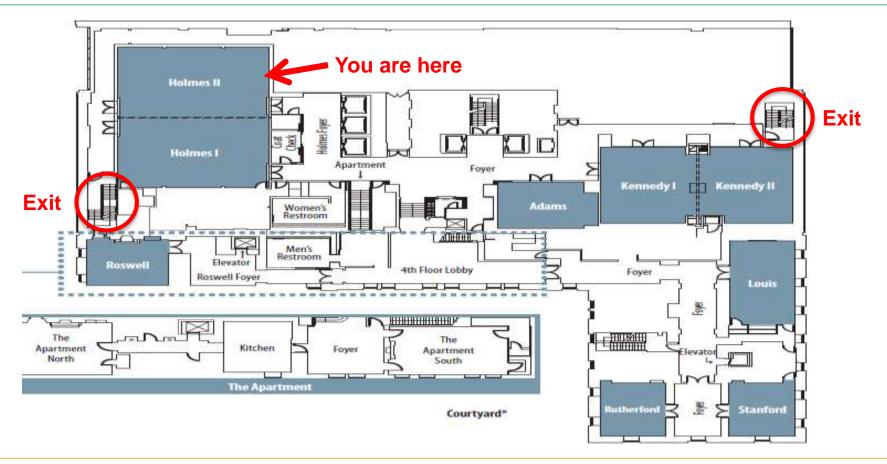


# **Greif 2016 Investor Day**

June 24, 2016

## **SAFETY BRIEFING**







#### FORWARD-LOOKING STATEMENTS

• All presentations contain certain forward-looking information within the meaning of the Private Securities Litigation Reform Act of 1995. The words "may," "will," "expect," "intend," "estimate," "anticipate," "aspiration," "objective," "project," "believe," "continue," "on track" or "target" or the negative thereof and similar expressions, among others, identify forward-looking statements. All forward looking statements are based on information currently available to management. Such forward-looking statements are subject to certain risks and uncertainties that could cause events and the Company's actual results to differ materially from those expressed or implied. Please see the disclosure regarding forward-looking statements immediately preceding Part I of the Company's Annual Report on the most recently filed Form 10-K. The company assumes no obligation to update any forward-looking statements.

#### **REGULATION G**

• These presentations may include certain non-GAAP financial measures like EBITDA and other measures that exclude special items such as restructuring and other unusual charges and gains that are volatile from period to period. Management of the company uses the non-GAAP measures to evaluate ongoing operations and believes that these non-GAAP measures are useful to enable investors to perform meaningful comparisons of current and historical performance of the company. All non-GAAP data in the presentation are indicated by footnotes. Tables showing the reconciliation between GAAP and non-GAAP measures are available at the end of this presentation and on the Greif website at www.greif.com.

# **SUMMARY LEVEL AGENDA**



Topic	Presenter		
Greif overview and strategy	Pete Watson, President and CEO		
Paper Packaging & Services	Tim Bergwall, Division President, PPS and Soterra		
Flexible Products & Services	Hari Kumar, Division President, FPS		
Question / Answer session #1			
Rigid Industrial Packaging & Services – Europe, Middle East and Africa	Michael Cronin, Group President, RIPS EMEA and APAC		
Rigid Industrial Packaging & Services – Asia Pacific	Chester Tsai, Division President, RIPS APAC		
Rigid Industrial Packaging & Services – Americas	Ole Rosgaard, Division President, RIPS Americas		
Financial Review	Larry Hilsheimer, Executive Vice President and CFO		
Question / Answer session #2			
Closing comments	Pete Watson, President and CEO		





# **Greif overview and strategy**

Pete Watson

President and Chief Executive Officer



## **OBJECTIVES FOR INVESTOR DAY:**

- 1 Introduce Greif's leadership team to you
- Provide an update on the Transformation process and confirm our 2017 commitments
- Address the questions and feedback you have about the state of our business



Best customer service company in industrial packaging

Mitigate risk through a diverse, global portfolio Comprehensive packaging provider, with leverage to the industrial economy

Reliable earnings and cash flow generation

Share price growth and substantial and secure dividend yield<sup>1</sup>

Undergoing Transformation to regain market credibility and improve operations

# A GLOBAL LEADER IN INDUSTRIAL PACKAGING





Rigid Industrial Packaging & Services



Paper Packaging & Services



Flexible Products & Services



Land Management

2015 Revenue: **\$2,586M** 

2015 Revenue: **\$676M** 

2015 Revenue: **\$323M** 

2015 Revenue: **\$32M** 

Founded in 1877 - Diversified Business with a Global Platform



2015	2016	2017	
Embarked on     Transformation	<ul> <li>New direction:</li> <li>New leadership</li> <li>Customer service excellence</li> <li>Execution discipline</li> </ul>	(\$M)	RUN RATE COMMITMENTS
<ul><li>process</li><li>Completed</li></ul>		Net Sales	\$3,500
portfolio review		Gross Profit	\$720 - \$730
Held Greif's first     Investor Day		SG&A	\$345 - \$355
<ul> <li>Investor Day</li> <li>Published 2017         Transformation commitments     </li> </ul>		Operating Profit Before Special Items¹	\$365 - \$385
		Free Cash Flow <sup>2</sup>	\$205 - \$225

2017 Transformation OPBSI Commitment is intact and updated only for F/X change

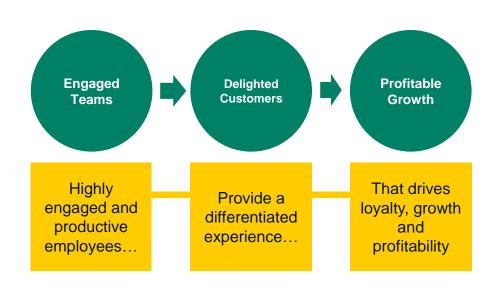


#### **VISION:**

In Industrial Packaging, be the best performing customer service company in the world

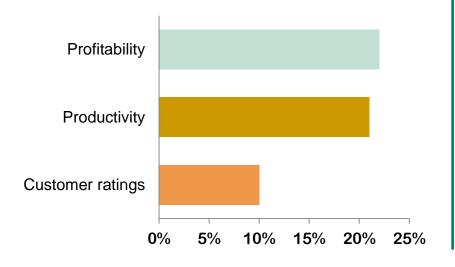
## Three strategic priorities:

- Building teams aligned to value delivery
- 2 Customer service excellence
- 3 Achieving transformational performance





# Gallup survey findings: Higher engagement leads to better performance<sup>1</sup>

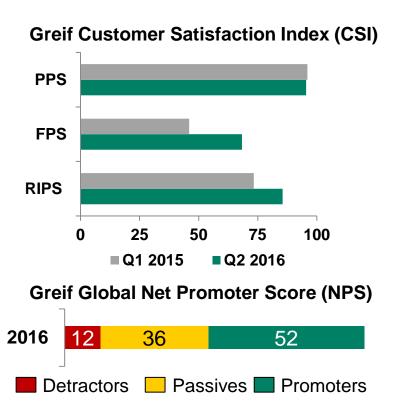


- New leadership team
- Colleague engagement
- Culture of accountability with incentives aligned to value creation



## PRIORITY TWO: CUSTOMER SERVICE EXCELLENCE





- Performance metrics
  - Customer Satisfaction Index
  - Net Promoter Score
- Studies indicate direct correlation to an increase in customer loyalty to profitable growth<sup>1</sup>



## PRIORITY THREE: TRANSFORMING PERFORMANCE



- Optimize and strengthen the portfolio
- Expanding margins through fundamental operating improvements
- Fiscal discipline



## PRIORITY: TRANSFORMING PERFORMANCE



Page 14

# Optimize and strengthen the portfolio

- 22 divestitures and 13 closed operations
- Targeted growth:
  - 21% volume growth global Intermediate Bulk Containers (IBC)<sup>1</sup>
  - 28% revenue growth Paper Packaging specialty products<sup>1</sup>
- New facilities:
  - Germany IBC/reconditioning plant
  - Saudi Arabia steel drum plant
  - CorrChoice sheet feeder



Great progress made on the Transformation commitments



# Expanding margins through fundamental operating improvements

- 19.6% = Trailing four quarter gross profit margin
- Disciplined execution of commercial excellence, supply chain and operational excellence
- Pursuing quality of market share over quantity and enhancing product mix for profitability



Great progress made on the Transformation commitments



# Fiscal discipline

- 2X improvement<sup>1</sup> in anticipated Free Cash Flow between 2015 and 2016
- \$84M reduction in SG&A between 2014 and 2015, \$30-\$35M reduction in 2016
- Cost control mechanisms implemented for sustainability



# Great progress made on the Transformation commitments

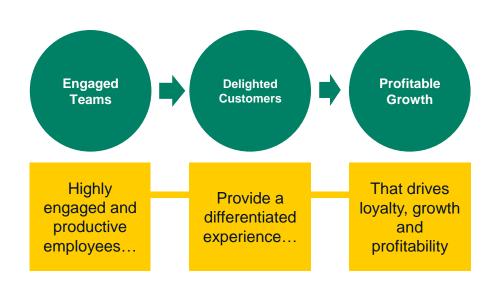


#### **VISION:**

In Industrial Packaging, be the best performing customer service company in the world

## Three strategic priorities:

- Building teams aligned to value delivery
- Customer service excellence
- Achieving transformational performance







# Paper Packaging & Services

Tim Bergwall

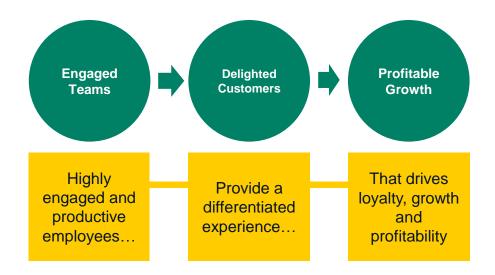
Division President

# PAPER PACKAGING: UNIQUE, SUSTAINABLE BUSINESS MODEL



# PPS' strategic goals:

- Balanced growth between mills and converting operations
- Reshape portfolio through growth in specialty products
- 3 Expand service and customer support capabilities
- 4 Focus on people development and continuous improvement teams



PPS Page 19

# PAPER PACKAGING: UNIQUE, SUSTAINABLE BUSINESS MODEL



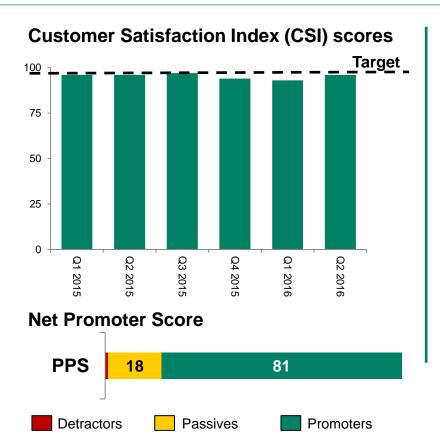
**Sheet Feeder Sales** 

# A non-conflict partner to the <u>entire</u> corrugated packaging industry...



## PAPER PACKAGING: CUSTOMER SERVICE EXCELLENCE





# **Differentiate through Reliability**

- >96% CSI score historically
- Complex orders, highest quality, shortest lead times on all products
- Customer relationships span decades



PPS Page 21

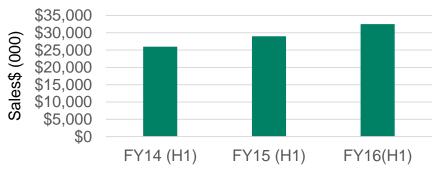








#### **Expanding Specialty Sales**





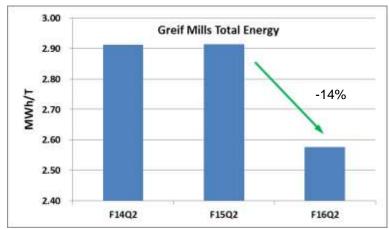
Bulk Pkg, LeaderCorr Signboard, Litho-laminated Sheets, Coated Containerboard, Ultralightweight Containerboard

PPS Page 22

#### PAPER PACKAGING: TRANSFORMING PERFORMANCE

#### **GROSS MARGIN**







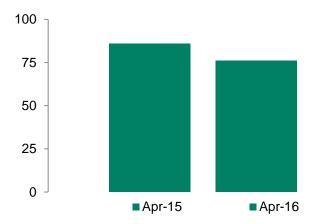
# **Structural cost improvements**

- 14% reduction in Riverville energy consumption
- Riverville Mill industry leading efficiencies
- Sheet Feeders waste down 12%; productivity up 6% since start of Transformation





# Operating Working Capital (\$M)<sup>1</sup> Apr 2015 vs. Apr 2016



CASH MANAGEMENT		
Containerboard Inventory	Below 2015	-
Daily Sales Outstanding	37 days	-
Unearned Discounts	Down 55%	-
Accounts Payable	Extended Terms Initiatives	

- Generating cash from working capital
  - Initiatives on inventory management, payment terms and improving collections
- Over \$5M reduction in discretionary spend since 2014



### PAPER PACKAGING: KEY TAKEAWAYS



Well positioned in a shifting industry

- Providing a unique value proposition, recognized by customers
- 3 People and mindsets to drive continuous improvement and structural cost reductions





PPS Page 25





# Flexible Products & Services

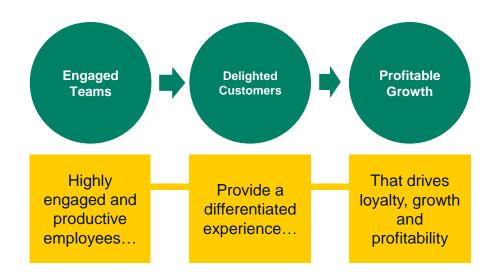
Hari Kumar Division President

## FPS: EXECUTING TURNAROUND WITH SENSE OF URGENCY



#### **FPS' turnaround levers:**

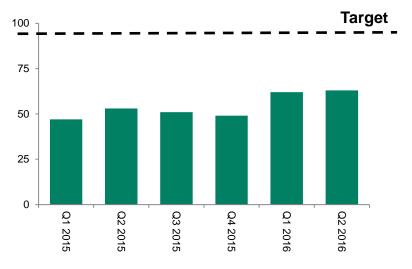
- Delayer organization closer to markets, customers and issues
- Fix customized plans to fix underperforming assets and businesses
- Balance network utilize centralized third-party sourcing
- Grow in targeted market segments, new products and geographies



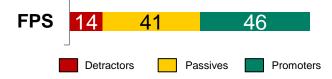
## **FPS: CUSTOMER SERVICE EXCELLENCE**



#### **Customer Satisfaction Index (CSI) scores**



#### **Net Promoter Score**



- Best practices benchmarked and training being deployed based on case studies
- Actively responding to customer needs
  - Launching new Type D anti-static product
  - Infant Food Technology Belgium site to be commissioned in November



# FPS: TRANSFORMING PERFORMANCE PORTFOLIO IMPROVEMENTS



# Izegem, Belgium Infantile Food Technology Site





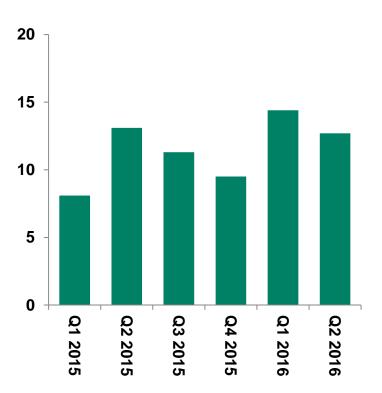
- Five facilities closed; five non-core assets divested since 2014
- Intense focus on underperforming assets
  - Turkey: productivity improvements
  - Vietnam: scale improvements
  - Mexico: technical capability improvements
- Preparing select facilities for high-hygiene applications – greater margin



# FPS: TRANSFORMING PERFORMANCE GROSS MARGIN IMPROVEMENTS



# **Gross profit margin (%)**



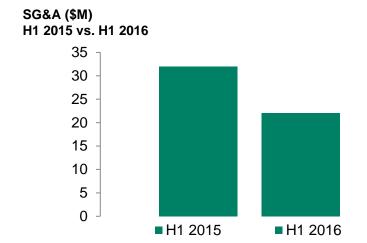
- Pursuing actions to improve margin:
  - Raw material spend sourcing and supply chain initiatives
  - Centralizing 3rd party sourcing for greater efficiencies
  - Labor costs need to generate additional efficiencies in Turkey and Mexico
- Pursuing margin mix management activities

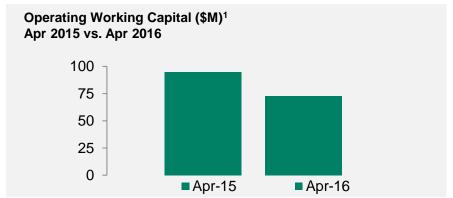


#### **FPS: TRANSFORMING PERFORMANCE**

#### FISCAL DISCIPLINE







- 360 basis point improvement in SG&A as a percentage of sales compared to previous year
- Optimizing inventory in Turkey, Benelux, Germany and France
- Rationalizing supplier terms



#### **FPS: KEY TAKEAWAYS**



# To date, we have not delivered value. What is different going forward?

- 1 Fix is being internally led; not by consultants
- Leveraging legacy leadership deep experience with local markets
- Utilizing lessons learned from the China FPS turnaround and Greif Transformation process







# **Question and Answer Session One**



# Rigid Industrial Packaging & Services Europe, Middle East and Africa

Michael Cronin Group President

## RIPS EMEA: STRATEGY FROM THE MARKET BACK



#### **RIPS EMEA's focus:**

- 1 Market economics and competitive positioning driving strategy and direction
- Customer needs and building competitive advantage driving decision making
- Pursuing growth and innovation in attractive markets driving our growth focus

**Engaged Profitable Delighted Teams Customers** Growth Highly That drives Provide a engaged and loyalty, growth differentiated productive and experience... employees... profitability

All supported by a revised, flatter, stronger organization

RIPS - EMEA Page 35

## RIPS EMEA: POST STRATEGIC REALIGNMENT IN EUROPE





# All supported by a revised, flatter, stronger organization

Different priorities, but one goal – stronger value creation Western Europe
Organizational delayering
and addressing
underperforming assets

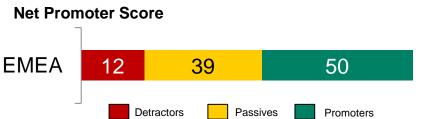
Central Europe Integration and product/price mix

Southern Europe Attractive growth

### RIPS EMEA: CUSTOMER SERVICE EXCELLENCE





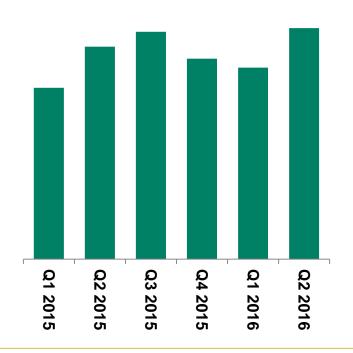


- CSI measured and reported monthly
- Quality council measuring and driving quality
- Regular assessment of sales force with an emphasis on value selling
- Pocket Margin analysis guiding pricing and improvement projects





### Intermediate Bulk Container volumes (000 units sold)



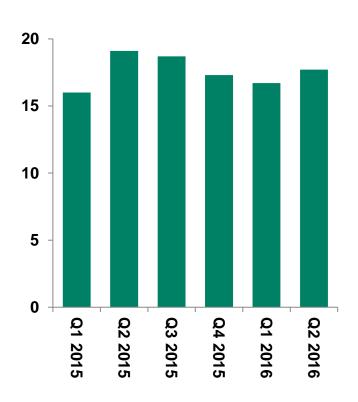
- Seven underperforming or non-strategic assets closed or divested since 2014
  - o Focus on sub-performing plants
- Profit pool analysis being conducted to identify attractive markets
  - IBC growth strategy gaining momentum
- Jubail, Saudi Arabia steel drum plant construction completed
- New growth opportunities in IBCs in the Netherlands and conical drums in Spain



RIPS - EMEA Page 38



### **Gross profit margin (%)**



- Operating cost reduction plan initiated
- Extended value stream mapping
- Pursuing supply chain optimization regional system view
- Emphasis on better product mix and product management



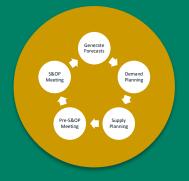
### RIPS EMEA: TRANSFORMING PERFORMANCE SUPPLY CHAIN OPTIMIZATION





#### **Central Inventory Control**

- Reduced & shared inventory
- Regional decoiling centres
- Improved visibility (inventory & orders)



### Sales & Operations Planning

- Improved forecast
- Better planning
- Improved purchasing decisions



#### **Network Optimization**

- Better plant utilization
- Lower cost to serve
- Potential for central distribution

Agile Lean Supply Chain = ♥ Cost + ↑ Speed = ↑ Customer ©

RIPS - EMEA Page 40

### RIPS EMEA: TRANSFORMING PERFORMANCE FISCAL DISCIPLINE



- Pricing and payment terms policy in place with clear responsibility level
- Focused coordination between sales and operations on margin and working capital
- Leveraging best in class operating working capital (OWC) management
  - Some businesses already at world-class level
- SG&A reduction program in place with clear glide path to target



### **RIPS EMEA: KEY TAKEAWAYS**



- Fact-based market-based strategy and business planning
- New and upgraded organization
- 3 Best-in-class operations with fiscal discipline
- Aggregated segment business unit supply chain mapping





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# Rigid Industrial Packaging & Services – Asia Pacific (APAC)

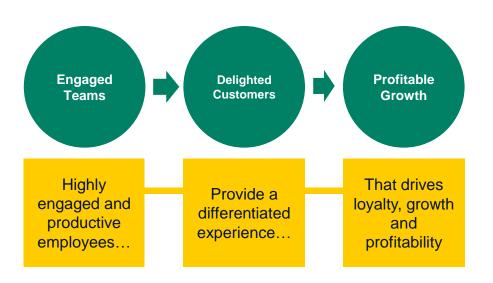
Chester Tsai Division President

### RIPS APAC: EXPANDING MARKET PRESENCE AND MARGIN



### RIPS APAC's strategic goals:

- Align team to customer service excellence and value
- Penetrate the IBC market and expand plastic footprint in South East Asia
- Growing wallet share in premium product segments that offer higher margins
- Leveraging the Greif Business System to enhance fiscal discipline

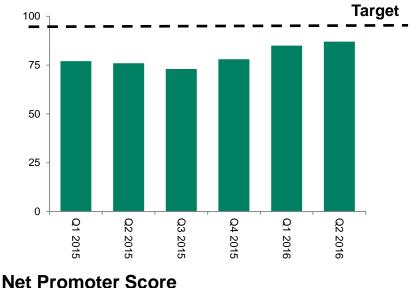


RIPS - APAC

### RIPS APAC: CUSTOMER SERVICE EXCELLENCE







Net Fiolilotei Score

APAC 12 43 45

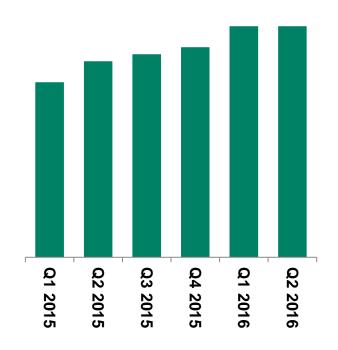
Detractors Passives Promoters

- 32% improvement in China's customer satisfaction index scores driving APAC improvement – better linkage between sales and operations
- Sales Incentive Plan installed greater focus on customer satisfaction, margin and receivables improvement
- 32% improvement in promoter scores between NPS wave one and two





### Intermediate Bulk Container volumes (000 units sold)



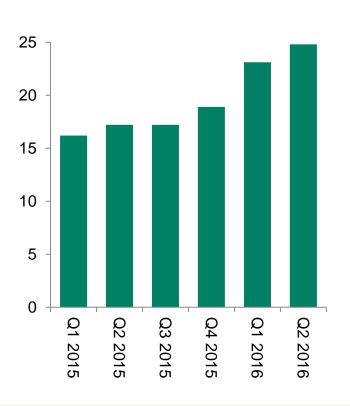
- Expanding IBC footprint
- Increasing plastic capacity
- Capacity optimization



### RIPS APAC: TRANSFORMING PERFORMANCE GROSS MARGIN IMPROVEMENTS AND FISCAL DISCIPLINE



### **Gross profit margin (%)**



- Fixed underperforming operations
- Rationalized customer mix
- Sales and operation planning integration
- Stabilizing sourcing
- Improving working capital



### **APAC: KEY TAKEAWAYS**



- 1 Controlling what we can control starts with discipline
- 2 Customer satisfaction delighting customers
- 3 Profitable growth expanding reach
- 4 People team, culture, engagement and empowerment





RIPS - APAC



## Rigid Industrial Packaging & Services Americas

Ole Rosgaard

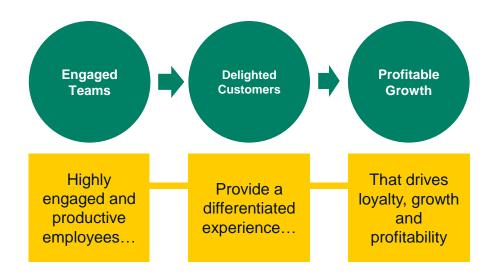
Division President

### RIPS AMERICAS: FOCUSED ON IMPROVING FUNDAMENTALS



### RIPS America's strategic goals:

- Increase Customer Satisfaction Index
- Outpace market in profitable growth
- 3 Reduce unplanned downtime across operational network
- 4 Reduce customer complaints

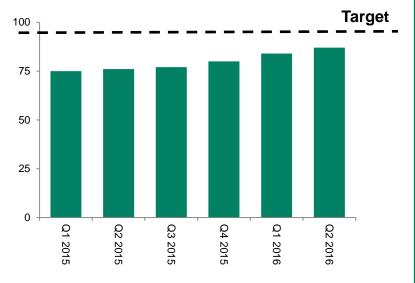


RIPS - Americas

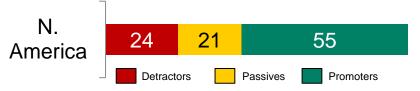
### RIPS AMERICAS: CUSTOMER SERVICE EXCELLENCE



### **Customer Satisfaction Index (CSI) scores**



#### **Net Promoter Score**



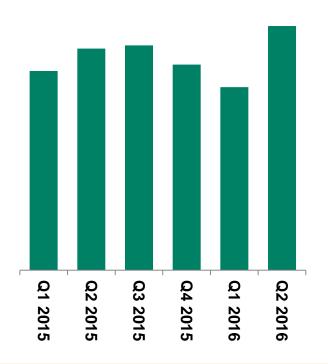
- 30% reduction in corrective action rate
- 510 online customer service training sessions held for inside sales
- 57% improvement in customer contacts



### RIPS AMERICAS: TRANSFORMING PERFORMANCE PORTFOLIO IMPROVEMENTS



### Intermediate Bulk Container volumes (000 units sold)

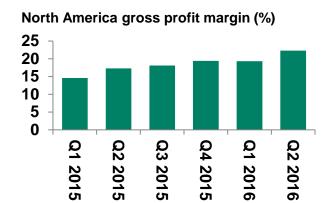


- Three steel plants closed and seven non-core assets divested since 2014
- Leveraging favorable customer relationships to drive profitable IBC growth



### RIPS AMERICAS: TRANSFORMING PERFORMANCE GROSS MARGIN IMPROVEMENTS







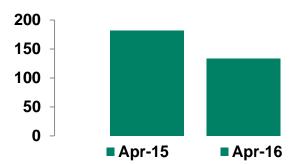
- Implemented price and product mix management
- 10.5% reduction in unplanned downtime since 2015
- Simplified SKU offering
- Variable sales compensation model implemented
- Targets cascaded to plant level

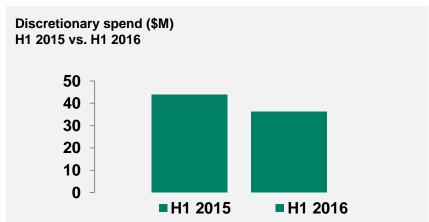


### RIPS AMERICAS: TRANSFORMING PERFORMANCE FISCAL DISCIPLINE









- Emphasis on generating cash from working capital
  - Accomplished: 19 day payment improvement on 228 suppliers
  - Targeting: 30% improvement on days sales outstanding
- Discretionary spend reduced 19% versus H1 2015



### RIPS AMERICAS: KEY TAKEAWAYS



- Business fundamentals are much healthier and on a path to be best in class
- Improving and sustainable profit performance and cash flow generation
- 3 Volume growth in plastic and IBCs
- Quality of market share over quantity of market share





RIPS - Americas





### **Financial review**

Larry Hilsheimer

Executive Vice President and Chief Financial Officer

#### UPGRADED THE CORPORATE FINANCE TEAM AND ENHANCING SYSTEMS





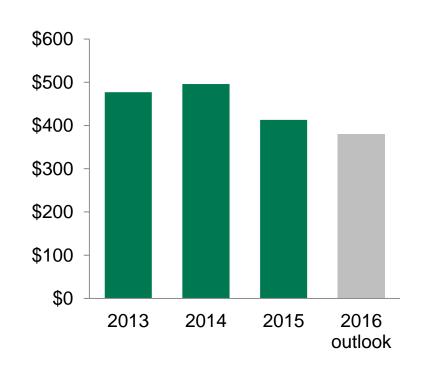
- Upgraded talent across multiple functions, particularly financial reporting team
- Implemented more rigorous review processes and centralized cost controls
- Improving systems and controls



A significantly improved team that presides over improved controls



### Annual SG&A expense (\$M)

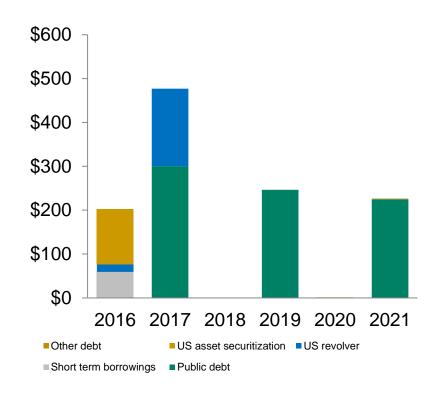


- Sustainable SG&A reductions implemented
- Additional, but smaller, opportunities exist
- Improved culture of accountability





### Debt profile (\$M) at April 30, 2016



- Total debt of \$1.1B as of Q2 2016
  - Leverage ratio of 2.6 of Q2 2016
  - Target leverage ratio of 2.0 2.5X coming out of 2017
- Declining debt profile
  - \$300M in senior notes due in 2017; exploring multiple refinancing options available due to low leverage, improved results and strong balance sheet
  - Business needs funded through operating cash flows and working capital management
- Near term capital allocation priorities
  - Fund maintenance and capital projects
  - Pay dividend
  - Pay down debt



#### Greif 2014 and 2017 financial ratios

	2014 Actual	2017
Gross Profit	19.1%	20.0%
SG&A	11.7%	10.0%
Operating Profit before Special Items <sup>1</sup>	7.5%	10.0%
Operating Working Capital <sup>2</sup>	9.7%	< 7.5%

### **Greif's trailing four quarter gross margin percentage = 19.6%**





#### **Greif 2017 consolidated Transformation commitments**

(\$M)	2017 run rate commitments: June 10, 2015	2017 run rate commitments: June 24, 2016
Net Sales	\$3,831	\$3,500
Gross Profit	\$760 – \$770	\$720 – \$730
SG&A	\$375 – \$385	\$345 – \$355
Operating Profit before Special Items <sup>1</sup>	\$375 – \$395	\$365 – \$385
Free Cash Flow <sup>2</sup>	\$225 – \$235	\$205 – \$225

**Greif 2017 consolidated Transformation Operating Profit Before Special Item commitment updated for foreign exchange changes only** 





(\$M)	2017 run rate commitments: June 10, 2015	2017 run rate commitments: June 24, 2016	Trends
Net Sales	\$887	\$640	Weaker containerboard
Gross Profit	\$195 – \$205	\$152 – \$162	pricing and higher fiber costs year to date
SG&A	\$50 – \$55	\$46 – \$51	
Operating Profit before Special Items <sup>1</sup>	\$145 – \$150	\$106 – \$111	



Network performance helping to offset a challenging environment



(\$M)	2017 run rate commitments: June 10, 2015	2017 run rate commitments: June 24, 2016	Trends
Net Sales	\$315	\$290	Instilling a sense of
Gross Profit	\$55 – \$65	\$43 – \$53	urgency to fix underperforming
SG&A	\$45 – \$50	\$38 – \$43	operations
Operating Profit before Special Items <sup>1</sup>	\$10 – \$15	\$5 – \$10	



### Accelerating the pace of change at FPS



(\$M)	2017 run rate commitments: June 10, 2015	2017 run rate commitments: June 24, 2016	Trends
Net Sales	\$2,605	\$2,544	Accelerating gross profit
Gross Profit	\$495 – \$505	\$506 – \$516	improvement
SG&A	\$280 - \$285	\$256 – \$261	Focused on quality of
Operating Profit before Special Items <sup>1</sup>	\$215 – \$220	\$250 – \$255	market share over quantity of market share



### RIPS is getting back to basics and showing upside



(\$M)	2017 run rate commitments: June 10, 2015	2017 run rate commitments: June 24, 2016	Trends
Net Sales	\$24	\$26	Steady performance
Gross Profit	\$5 – \$15	\$4 – \$14	
SG&A	\$0 - \$5	\$0 - \$5	
Operating Profit before Special Items <sup>1</sup>	\$5 – \$10	\$4 – \$9	



Greif's land position offers opportunities beyond sustainable timber harvesting



#### **Greif 2017 consolidated Transformation commitments**

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**Greif 2017 consolidated Transformation Operating Profit Before Special Item commitment updated for foreign exchange changes only** 





## **Question and Answer Session Two**

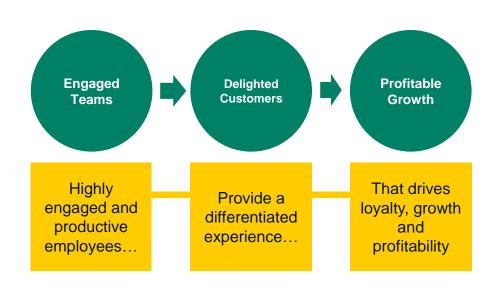


#### **VISION:**

In Industrial Packaging, be the best performing customer service company in the world

### Three strategic priorities:

- Building teams aligned to value delivery
- Customer service excellence
- Achieving transformational performance



Our vision is founded in the service-profit chain



Best customer service company in industrial packaging

Mitigate risk through a diverse, global portfolio Comprehensive packaging provider, with leverage to the industrial economy

Reliable earnings and cash flow generation

Share price growth and substantial and secure dividend yield<sup>1</sup>

Undergoing Transformation to regain market credibility and improve operations





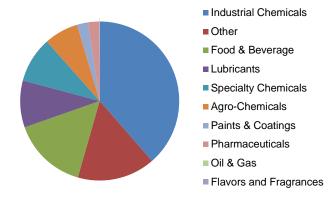
### **Appendix**

### RIPS AMERICAS: 72 FACILTIES LOCATED ACROSS TWO CONTINENTS GREIF

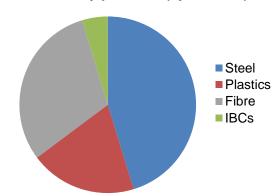




#### RIPS NA: Key end markets (by revenue)

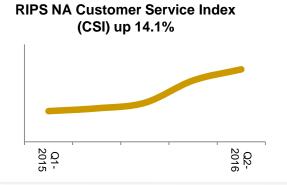


RIPS NA: Key products (by revenue)

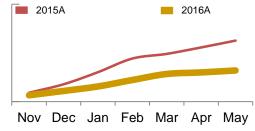


### RIPS N. AMERICA: IMPROVING FUNDAMENTALS AND HEIGHTENING STANDARDS GREIF

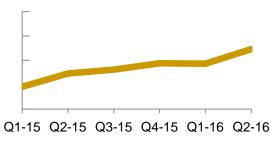




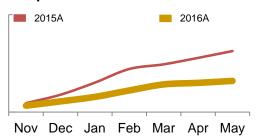
**RIPS NA Customer Complaints Down 40%** 2016A



**RIPS NA Gross Margin percentage up 5%** 



**RIPS NA Unplanned Downtime reduced 10.5%** 

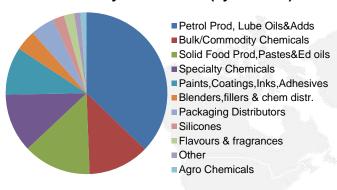


Strong and sustainable improvements made in a short amount of time

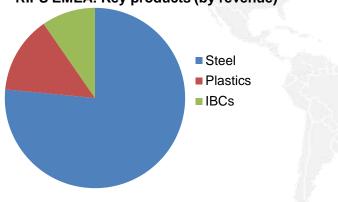
## RIPS EMEA: GLOBAL REACH AND SCALE



#### RIPS EMEA: Key end markets (by revenue)



#### RIPS EMEA: Key products (by revenue)



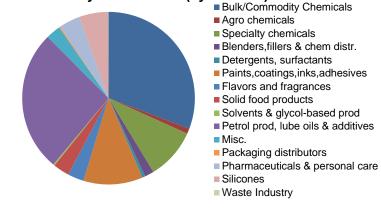


## APAC: EXPANDING REACH ACROSS COUNTRIES AND PRODUCTS

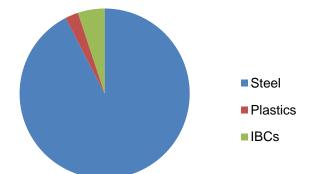




#### RIPS APAC: Key end markets (by revenue)

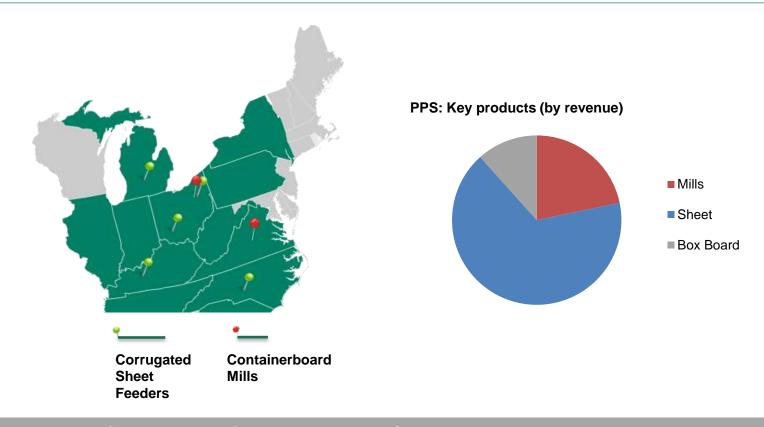


#### RIPS APAC: Key products (by revenue)



# PAPER PACKAGING: NEWER NETWORK, SOLID RETURNS





Since 2009, PPS has invested over \$200M in our 7 operations

## **2017 COMMITMENT ASSUMPTIONS**



- Assumed market growth rate of 0-1%
- Raw material costs assumed flat against current indices in the markets in which we participate
- Major raw material price increases are passed to customers through price adjustment mechanisms in contracts or otherwise with customary delay
- The FX impact was calculated using actual year to date FX rates in 2016 through April and the assumption that the rates remain constant at the April rates through the remainder of the year
- Salary/wage increase assumed at historical rates
- For purposes of calculation of run rate free cash flow exiting 2017, we have assumed an effective cash tax rate range of 37-40%
- Cap-Ex at \$90 120M
- \$75-85M restructuring costs estimated for 2015-17 period
- · All divestitures completed by the end of FY2016; no material acquisitions

### MANAGEMENT TEAM BIOGRAPHIES





Peter G. Watson

Peter G. Watson was named Greif's President and Chief Executive Officer on November 1, 2015 after previously serving as Chief Operating Officer. Since joining Greif in 1999, Pete has served in a variety of positions, including Group President for Paper Packaging, Land Management, and Global Sourcing and Supply Chain. He also served as Division President of Paper Packaging, and President of CorrChoice (a Greif division). Prior to joining Greif, Pete worked in several management positions with Union Camp Corporation, later acquired by International Paper. Pete holds a Masters and Bachelor's degree (cum laude) from Springfield College in Massachusetts. Pete is Chairman of the Board of Directors of the Fibre Box Association and is on the Board of Directors of the American Forest & Paper Association.



Larry A. Hilsheimer

Larry A. Hilsheimer was named Greif's Chief Financial Officer on May 12, 2014. Previously, Larry was Executive Vice President and Chief Financial Officer of Scotts Miracle-Gro, Executive Vice President and Chief Financial Officer of Nationwide Mutual Insurance Company, and Vice Chairman and Regional Managing Partner for Deloitte & Touche USA, LLP. Larry is a graduate of Fisher College of Business at The Ohio State University with a bachelor's degree in accounting and a law degree from Capital University Law School. Larry serves on the Board of Directors of IBP (NYSE). He has served on numerous civic and charitable boards and currently serves the community as a board member of Battelle for Kids and on the audit committee of The Ohio State University. He sits on the Dean's Advisory Council at Fisher and is a board member for The Ohio State University Alumni Association.



Gary R. Martz

Gary R. Martz has served as Executive Vice President since June 2010 (and prior to that as Senior Vice President) and as General Counsel and Secretary since joining the Company in 2002. From March 2014 until May 2014, Gary also served as Chief Administrative Officer. Since May 2014, Gary has assumed responsibility for the management of the Company's global real estate services department. From June 2005 until May 2013, Gary served as President of Soterra LLC, which operates the Company's Land Management business segment. Prior to 2002, he was a partner in the law firm of Baker & Hostetler LLP. Gary graduated from the University of Toledo with a Bachelor's degree (magna cum laude) and holds a Juris Doctor degree (with honors) from the Moritz College of Law at The Ohio State University.



#### **DeeAnne Marlow**

DeeAnne Marlow joined Greif in May 2015. She was previously with Cummins, Inc. and has more than 25 years of broad HR experience spanning industrial, healthcare and consumer products industries. Holds a BA in Business from Luther College, with an MBA from the University of South Dakota. She is SPHR Certified and is a Six Sigma Green Belt.

### MANAGEMENT TEAM BIOGRAPHIES





#### Michael Cronin Group President, RIPS EMEA, APAC

- 40 years' experience
- Former President of a European Packaging Company
- Former CEO of global flexible packaging company



### Ole Rosgaard Division President, RIPS Americas

- 25 years' experience
- · Worked internationally in 9 countries



#### Chester Tsai Division President, RIPS APAC

- 27 years' experience
- Worked internationally in Japan, Australia, Taiwan, India and China



#### Tim Bergwall Division President, PPS & Soterra

- 29 years' experience
- · Chairman, AFPA containerboard sector



#### Hari Kumar Division President, FPS

- 23 years' experience
- Former General Manager and Sales Director
- Previous partner of consultancy with expertise in Business Transformation practices

## **EXECUTIVE COMPENSATION TIED TO SHAREHOLDER RETURNS**

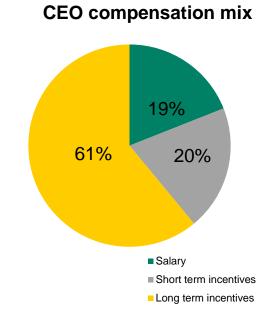


### **Incentive plans**

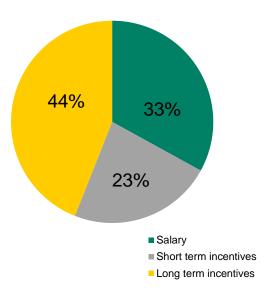
- Short term incentive is based on Return on Net Assets
- Long term incentive considers three year performance periods and is based on EBITDA

#### Insider purchasing

 Insiders have purchased more than 110,000 shares on the open market since announcing Transformation in January 2015



#### Named executive officer mix



Incentives are aligned to the shareholder experience and based on profitability



(Dollars in Millions)	Three mon Octob		Twelve months ended October 31		
	2015	2014	2015	2014	
Operating profit (loss):					
Rigid Industrial Packaging & Services	\$ 10.9	\$ 46.7	\$ 86.4	\$ 170.1	
Paper Packaging	ъ 10.9 32.6	ъ 46.7 41.4	ъ 66.4 109.3	ъ 170.1 125.8	
Flexible Products & Services	(12.8)		(36.6)		
	, ,	(56.2)	33.7	(78.6) 32.0	
Land Management	1.4 32.1	5.6 37.5	192.8	249.3	
Total operating profit (loss)	32.1	37.5	192.0	249.3	
Restructuring charges:	9.2	3.8	29.6	9.6	
Rigid Industrial Packaging & Services		3.8		9.6	
Paper Packaging	1.2	-	2.2	-	
Flexible Products & Services	2.8	1.8	8.1	6.5	
Land Management	0.1		0.1		
Total restructuring charges	13.3	5.6	40.0	16.1	
Acquisition-related costs:					
Rigid Industrial Packaging & Services		0.4	0.3	1.6	
Total acquisition-related costs		0.4	0.3	1.6	
Timberland gains:					
Land Management			(24.3)	(17.1)	
Total timberland gains			(24.3)	(17.1)	
Non-cash asset impairment charges:				<u> </u>	
Rigid Industrial Packaging & Services	22.1	3.9	43.4	11.6	
Paper Packaging	-	-	0.8	-	
Flexible Products & Services	1.5	66.3	1.7	74.2	
Total non-cash asset impairment charges	23.6	70.2	45.9	85.8	
(Gain) loss on disposal of properties, plants, equipment and bu	sinesses, net:				
Rigid Industrial Packaging & Services	0.3	1.1	2.7	10.3	
Paper Packaging	(0.5)	(4.2)	(0.5)	(5.1)	
Flexible Products & Services	3.2	(18.3)	2.7	(19.6)	
Land Management	-	(2.6)	(2.7)	(5.4)	
Total (gain) loss on disposal of properties, plants, equipment and		(=-5)	(=::)	(01.1)	
businesses, net	3.0	(24.0)	2.2	(19.8)	
Impact of Venezuela devaluation on cost of products sold:		(= 110)		(1010)	
Rigid Industrial Packaging & Services	_	_	9.3	_	
Total Impact of Venezuela devaluation on cost of products sold			9.3		
Operating profit (loss) before special items:			9.5		
Rigid Industrial Packaging & Services	42.5	55.9	171.7	203.2	
Paper Packaging	33.3	37.2	171.7	203.2 120.7	
Flexible Products & Services	(5.3)	(6.4)	(24.1)	(17.5)	
Land Management	(5.3)	3.0	(24.1) 6.8	9.5	
9					
Total operating profit (loss) before special items	\$ 72.0	\$ 89.7	\$ 266.2	\$ 315.9	

## **OWC AS A PERCENTAGE OF FISCAL 2014 NET SALES**

EV 2044



(Dollars in Millions)

	FY 2014		
Trade accounts receivable	\$	501	
Inventories	\$	381	
Accounts Payable	\$	(471)	
	\$	411	
Net Sales	\$4	,239.1	
OWC as % of Net Sales		9.7%	

## TRAILING FOUR QUARTER:

#### GROSS PROFIT MARGIN, SG&A RATIO AND OPERATING PROFIT BEFORE SPECIAL ITEM MARGIN



(Dollars in Millions)

	Q2 2016		Q1 2016		Q4 2015		Q3 2015		TTM	
	\$	%	\$	%	\$	%	\$	%	\$	%
Net Sales	839.6		771.4		868.5		930.0		3,409.5	
Gross Profit	173.7	20.7%	151.3	19.6%	168.0	19.3%	166.8	17.9%	659.8	19.4%
Venezuela inventory revaluation (special item)	-		-		-		9.3		9.3	
Gross Profit after Venezuela inventory revlauation	173.7	20.7%	151.3	19.6%	168.0	19.3%	176.1	18.9%	669.1	19.6%
SG&A	94.5	11.3%	93.2	12.1%	96.0	11.1%	96.9	10.4%	380.6	11.2%
OPBSI	79.3	9.4%	58.1	7.5%	72.0	8.3%	79.3	8.5%	288.7	8.5%

## **OPERATING WORKING CAPITAL**



(Dollars in Millions)

	RIPS A	mericas	PI	PS	FPS		
	April 30, 2016	April 30, 2015	April 30, 2016	April 30, 2015	April 30, 2016	April 30, 2015	
Accounts Receivable	138.4	170.2	71.6	75.3	48.9	52.5	
plus: Inventory	72.8	112.1	49.8	53.1	53.2	72.5	
minus: Accounts Payable	78.0	99.5	45.3	42.1	29.5	30.0	
Operating Working Capital	133.2	182.8	76.1	86.3	72.6	95.0	

### NOTE ON FORWARD LOOKING STATEMENTS



 With respect to all forward looking non-GAAP measures including Operating Profit Before Special Items and Free Cash Flow, no reconciliation is included in this presentation because, due to the high variability and difficulty in making accurate forecasts and projections of some of the excluded information, together with some of the excluded information not being ascertainable or accessible, we are unable to quantify certain amounts that would be required to be included in the most directly comparable GAAP financial measure without unreasonable efforts.



- Customer Satisfaction Index: Customer Satisfaction Index is an internal measure of a plants or businesses performance against selected parameters that customers experience, giving us an indication of our level of meeting our customers basic needs. Components include: customer complaints received; customer complaints open greater than 30 days; credits raised; number of late deliveries; and the number of deliveries. Categories are weighted by importance. Customer complaints and customers weighting for complaint responses may be considered more important than a credit request. Late delivery to a customer may also be more inconvenient than a credit. Therefore each category is measured, multiplied by a factor, before adding all the scores together.
- Net Promoter Score: a management tool that can be used to gauge the loyalty of a firm's customer relationships. It serves as an alternative to traditional customer satisfaction research and claims to be correlated with revenue growth. NPS can be as low as −100 (everybody is a detractor) or as high as +100 (everybody is a promoter). An NPS that is positive (i.e., higher than zero) is felt to be good, and an NPS of +50 is excellent.

## RIPS IS A DEMONSTRATED MARKET LEADER





