

Group Del Vasto Transition Announcement: Vice President Human Resources

Jo-Anne Constantin to retire; Sylvain Pelletier named new Vice President of Human Resources

January 4, 2023



After nearly 7 years of stellar service as Vice President of Human Resources at Group Del Vasto, and more than 40 years as a transformational HR leader, Jo-Anne Constantin has announced her intention to retire. Over the next several months, Jo-Anne will assist me in onboarding her replacement and facilitating a successful transition, along with leading special HR related projects.

Few people have careers they can look back on with as much pride as Jo-Anne. Prior to her time at Group Del Vasto, Jo-Anne has held human resources leadership roles in diverse industries including automotive, cosmetics, and petrochemical. Since 2016, she has worked tirelessly for Group Del Vasto, never losing focus on doing what was right for the company and its team members. Enhancing employee well-being and engagement have always been a key focus for Jo-Anne.

Her dedication and loyalty are evident in the many accomplishments she has realized during her tenure including most notably her role in developing a strategic approach to remuneration and bonus incentives, overseeing the implementation of a HR management system, and guiding the process of assembling a strong leadership team.

On behalf of Group Del Vasto, I want to thank Jo-Anne for her commitment and service. We are grateful for all that she has accomplished and contributed. Please join me in wishing her well as she enters this next chapter of her life. Knowing Jo-Anne, her positive energy and love for people will continue to benefit everyone whose path she crosses.

We plan to mark Jo-Anne's contributions and celebrate her achievements more formally in the coming months.



I am also very pleased to announce the appointment of Sylvain Pelletier as Group Del Vasto's Vice President of Human Resources, effective January 9th. Sylvain is a seasoned HR executive with extensive experience in human resources management both at the strategic and operational level and has worked in a variety of sectors including manufacturing, distribution, and retail. He has

previously served in leadership roles at Cascades Tissue Group, Sodisco-Howden, and most recently Group Amiel/Corbeil.

Sylvain will drive efforts across all business units to deliver a human resources function with a strong service orientation by working closely with department heads to design and implement the plans that will contribute to our overall organizational performance. He will be responsible for developing employee engagement programs, establishing talent management and talent attraction practices, and overseeing employee development programs to align with Group Del Vasto's strategic goals.

Sylvain holds a graduate degree in Industrial Relations from Université de Montréal and earned an MBA from Université du Québec à Montréal. He also serves on the Board of Directors for Le Centre Patronal SST, a member driven organization specialized in corporate health and safety training.

Sylvain will be an excellent addition to our team. He will bring a wealth of experience, providing strategic leadership in the planning and implementation of integrated human resources programs. Please join me in welcoming Sylvain to the Group Del Vasto family.

We are extremely excited about this next phase and look forward to continuing to build upon the foundation built by Jo-Anne and to harvest the success under Sylvain's leadership.

CONGRATULATIONS Jo-Anne and WELCOME Sylvain!

Mauro Cifelli

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President and CEO