



Appointment notice

August 29, 2019

Dear colleagues,

We are pleased to announce the appointment of **Régis Lavoie** as the company's **Chief Finance and Operations Officer (CFO / COO)**, effective September 1, 2019.

Régis will be reporting directly to Feng, the President and Chief Executive Officer (CEO) of the company.

In his new role, Régis will be responsible for finance, operations, continuous improvement, marketing and sales for the Mirabel team and will oversee the finances and continuous improvement of the Eagle Hydraulics corporate group.

Régis has been with Eagle since November 2018. He is a CA, CPA and certified Six Sigma Black Belt, specializing in process simplification (LEAN). He has close to thirty (30) years experience in the financial sector, including five (5) years as manufacturing manager at Bell Helicopter Textron.

Régis is recognized for his practical and humane management approach focused on the achievement of corporate results. A unifier, he has strong motivation skills, a proven ability to energize his work teams and is committed to the development of his peers.

I invite you to join me in congratulating Régis and wishing him great success in his new position.

We also want to call attention to the fact that Hélène will no longer be serving as Vice President of the company. We wish her a happy retirement enjoying more quality time with her loved ones and honing her athletic abilities!

I remain at your disposal should you have any questions.

Have a great day everyone.

Feng Wang,
President and Chief Executive Officer