

# Kathleen M Bolhous

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Kathy Bolhous  
Chairman and Chief Executive Officer  
Charter Next Generation

Kathy Bolhous is the Chairman and Chief Executive Officer of Charter Next Generation (CNG), a leading provider of specialty films and advanced material science solutions in North America, serving the food, consumer goods, industrial, and healthcare markets. Headquartered in Chicago, IL, CNG operates 17 state-of-the-art manufacturing plants across the United States and employs over 2,500 people.

Since becoming CEO in 2010, Kathy has led the company's remarkable growth, increasing its valuation from \$58 million to approximately \$5 billion as of 2024 through organic growth and strategic acquisitions. Under her leadership, CNG has emerged as a market leader in sustainability, circularity, and a low-carbon solutions, all guided by its purpose: Enhancing Lives for A Better World.

Kathy believes true transformation happens through purpose, vulnerability, and genuine human connection. Her passion for people led her to launch Our People, Our Purpose, a podcast that uncovers the stories of CNG employees—highlighting their challenges, triumphs, and pivotal moments that shape their journeys. Through candid conversations, Kathy cultivates a culture of authenticity and shared growth, encouraging deeper connections that unite employees at work and in life.

In 2021, Kathy introduced the company's all-employee ownership program, empowering every team member to share in the company's success. This culture of ownership drives innovation, pride, and value creation, where employees are invested in delivering better outcomes for customers, the company, and the environment. Powered by employee owners, CNG addresses some of the world's most pressing challenges — preserving food, reducing waste, improving energy efficiency, and protecting the environment — through advanced materials and continuous innovation. The ownership program, soon featured in an Ownership Works™ documentary, reflects Kathy's vision for an engaged, accountable workforce creating meaningful impact.

With more than four decades of expertise in manufacturing, Kathy has held leadership roles at Appleton Paper, Cascade Engineering, and Magna-Donnelly. Her achievements have earned her widespread recognition as an industry leader and inspiration for women in manufacturing. She has received the Outstanding Leader in Business Award from YWCA Metropolitan Chicago, the Outstanding Corporate Citizen Impact Award from the Chicago Foundation for Women, the EY Entrepreneur of the Year Midwest Award, and was named to Forbes' 50 Over 50 list.

In addition to her professional achievements, Kathy founded The Bolhous Foundation in 2021 to break the cycle of poverty by creating transformative opportunities for women and girls. Her vision, relentless focus on sustainability, and deep care for people have positioned CNG as a leader in sustainable material science while building a

purpose-driven culture that delivers tangible impact for employees, customers, and communities.

Kathy's leadership is defined by her belief in shared success, where vulnerability builds trust, purpose drives momentum, and connection sparks meaningful change. By cultivating a culture of ownership and innovation, she continues to redefine what's possible—shaping a better future for her company, the industry, and the world.