



**SOLVAY**

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# Speakers' resume

# Jean-Pierre Clamadiou



**Chief Executive Officer,  
President of the  
Executive Committee**

Jean-Pierre Clamadiou began his career in France in the Ministry of Industry and as a technical advisor to the Minister of Labor. He joined Rhône-Poulenc in 1993 where he held several positions, including President of Rhodia Chemicals Latin America, President of Rhodia Eco Services, Senior Vice-President Corporate Purchasing, and President of the Pharmaceuticals & Agrochemicals Division. He was appointed CEO of the Rhodia Group in 2003 and Chairman & CEO in 2008.

After the merger with Solvay, he became member of the Executive Committee in September 2011 and Chairman of the Executive Committee and CEO in 2012.

Jean-Pierre Clamadiou, a French national, holds a degree in engineering awarded by the Ecole Nationale Supérieure des Mines de Paris. He also holds seats on the Boards of Directors of Faurecia and Axa.

# Karim Hajjar



**Chief Financial Officer,  
Member of the  
Executive Committee**

Karim Hajjar began his career in 1984 at Grant Thornton Chartered Accountants, where after a few years he became a partner. He moved on to Royal Dutch/Shell in 1995 and undertook a number of roles, the last of which was as Deputy Global CFO of Shell Chemicals. Karim Hajjar held the CFO position of Tarmac Group from 2005 to 2009 and its Group Managing Director until 2010.

Before joining Solvay in September 2013, Karim Hajjar, he was Director Finance and Planning at Imperial Tobacco Group Plc.

Karim Hajjar is a British national and is an Economics graduate from the City University in London.

# Vincent De Cuyper



**Member of the  
Executive Committee**

Vincent De Cuyper began his career at Solvay in 1987 and held various positions in production and project management when sent on international assignments in France, Thailand and Argentina. In 1999, he was appointed Manager of the Vinythai plant in Map Ta Put in Thailand and, subsequently, Managing Director of Vinythai PCL. From 2006 to 2012, he served as Group General Manager of the Chemicals Sector.

Since 2006 he has been a member of the Executive Committee of Solvay.

Vincent De Cuyper, a Belgian national, holds a degree in Civil Chemical Engineering awarded by the Catholic University of Louvain-la-Neuve, Belgium.

## Roger Kearns



**Member of the  
Executive Committee**

Roger Kearns began his career with Solvay in 1986 as a process engineer at the Solvay Polymers plant in Texas. He then held various manufacturing, technical, marketing, and business management positions before moving several times to Belgium and Thailand. In 2004, he was appointed President of Solvay Advanced Polymers. From 2008 to 2012 he was responsible for the Asia-Pacific region.

Since 2008 he has been a member of the Executive Committee of Solvay.

Kearns holds, an American national, holds a degree in chemical engineering from the Georgia Institute of Technology and an MBA from Stanford University.

## Tom Benner



**President,  
Silica**

Tom Benner joined Rhone-Poulenc in 1990, holding various positions in manufacturing, sales and marketing. He was Business Director for the Eco Services division and Vice President of Purchasing.

Prior to his appointment as President of Silica in July 2010, he held the responsibility of Vice President General Manager for Novecare in North America.

Tom Benner, who is a US citizen, graduated as a Bachelor of Science in Chemical Engineering at The Pennsylvania State University in 1990 and holds an MBA from Columbia University, awarded in 2002.

# Emmanuel Butstraen



**President,  
Novocare**

Before joining Solvay, Emmanuel Butstraen served in BASF for 17 years holding several positions, his last being Group Vice President for Strategic Marketing worldwide. Prior to that role, Emmanuel headed BASF's Agrochemicals operations in France for the Agrochemicals Division, following a variety of roles in commercial and marketing for the Fine Chemicals businesses. These roles included European Marketing Director for its Agrochemicals business, Sales Director for Animal Nutrition and Sales Engineer for Animal Nutrition & Veterinary Pharma.

He joined Rhodia in 2009 to head Silcea, which consisted of the Rare Earths Systems, Silica and Aroma Performance businesses. Emmanuel Butstraen has been leading Solvay's Novocare Global Business Unit since 2010, and is based in Cranbury, New Jersey (USA) .

Mr. Butstraen, a French national, graduated as an Agricultural Engineer in 1989 and obtained a Masters' degrees in Business Administration in 1991, both from the University of Lille.

## Augusto Di Donfrancesco



**President,  
Specialty Polymers**

Augusto Di Donfrancesco began his Solvay career in 1987 as a process engineer in Rosignano, Italy. He has held multiple roles within the Solvay Group in Production, Technology and Commercial Operations in the Chemicals and Plastics divisions. In 2005 he moved to Buenos Aires, Argentina, to become the General Manager of Solvay Indupa, a public company listed in the Buenos Aires Stock Exchange with PVC and caustic soda production plants in Argentina and Brazil.

In 2009 he came back to Brussels as General Manager of Specialty Polymers, and finally returned to Italy in 2011 to assume his current role as President of the newly created Global Business Unit Solvay Specialty Polymers.

Augusto Di Donfrancesco, an Italian citizen, graduated from Pisa University in 1985 with a Bachelor's degree in Chemical Engineering.



# François Hincker



**President,  
Engineering Plastics**

François Hincker began his career in the Advanced Composites Materials industry at Ciba-Geigy Composites in France in 1987 where he held several positions in Engineering and Production management. In 1995, he moved to Hexcel Composites in the UK subsequently taking up the responsibility of Plant Manager, General Manager European Core Business, before being appointed Vice President Global Core Business at Hexcel Corporation in the USA. Prior to joining Solvay, François Hincker was Vice President General Manager Europe at Gates Corporation in Belgium – a rubber belt, hoses and hydraulic products manufacturer for a wide range of automotive and off-road vehicles and industrial applications.

He was appointed President of Engineering Plastics Global Business Unit in October 2007.

François Hincker graduated from ENSCPB (Chimie et Physique at the University of Bordeaux, France) in 1985 and obtained an MBA in 1994.

## Pascal Juéry



**President,  
Essential Chemicals**

Pascal joined the internal audit team of Rhone-Poulenc in 1988, after a first work experience in South Korea. He then took up various business responsibilities in France and later in the USA within Novacare. General manager for Europe and in charge of the global HPC business of Novacare from 2003 to 2006, he then took over the responsibility of procurement for the Rhodia group. In 2008 he moved back to the USA to take the helm of Novacare. Pascal Juéry joined the Rhodia executive committee in 2010.

After the merger with Solvay, he took up the responsibility of President of Solvay Essential Chemicals. He has been appointed to join the Executive Committee of Solvay as from January 1st, 2014.

Pascal Juéry , a French national, is a graduate of the European Business School of Paris (ESCP).

# Philippe Rosier



**President,  
Energy Services**

Philippe Rosier is President of Solvay Energy Services.

He was previously President of Rhodia Energy Services since 2002 and founding President of Orbeo a company dedicated to carbon markets, initially a 50/50 JV with Société Générale and now 100 % owned by Solvay Energy Services,

Philippe Rosier chairs the “Energy” Working Group of BUSINESS EUROPE, the Confederation of European Business. He also chairs the Energy Strategy & Competitiveness Working Group of MEDEF, the French Business Confederation. In January 2009, he was appointed Member of the Economic Council for Sustainable Development, created by the Ministry of Environment in France with the objective to lay down the foundations of a new environmental growth.

Philippe Rosier, a French national, graduated from ESPCI (Physique et Chimie de Paris) and ENSPM (Ecole des Pétroles et Moteurs - IFP) and holds an MBA from INSEAD.