



Progress beyond

## SOLVAY SA/NV

### *Board of Directors – Proposed members' biographies*

#### **1. Thomas Aebischer**

Thomas Aebischer is an international senior executive with extensive experience as Board Member and Chief Financial Officer. He has been a Board Member at Dormakaba (Zürich, Switzerland) and at Quotient Limited, (Eysins, Switzerland). As Chief Financial Officer, he has over 12 years of experience at LafargeHolcim and over a year of experience at RWDC Industries. Born in 1961, Thomas has an educational background that includes the Advanced Management Program from Harvard Business School in the US and professional qualifications as a Certified Accountant in Zürich, Switzerland.

#### **2. Thierry Bonnefous**

Thierry Bonnefous has been an Administrator of the Fonds Ernest Solvay since 2010. He has over 21 years of experience in the transportation industry. He is currently Digital Train Program Director at Alstom, a company he joined in 2008. Prior to his experience at Alstom, he spent more than seven years at PSA Peugeot Citroën after graduating from the Ecole Polytechnique in 2002. Born in 1979, Thierry also holds a Master of Science (M.Sc.) in Project, Innovation and Design Management (Polytechnique, Mines de Paris, Ponts et Chaussées).

#### **3. Yves Bonte**

Yves Bonte is Chief Executive Officer of DOMO Chemicals NV as well as Chairman of the Board of Directors and a member of the Remuneration Committee of DOMO Chemicals NV. Prior to this, he was a member of the Executive Management Board and Executive Vice President - Head of Industrial Segment of YARA International ASA, a global chemical company listed on the Oslo Stock Exchange. Yves also held various leadership positions within Lyondell Basell Industries, a chemical company where he worked for over 17 years. Born in 1961, Yves holds a Ph.D in Management from Katholieke Universiteit Leuven, Belgium and a Master in Civil Engineering in Metallurgical Engineering from the same institution.

#### **4. Philippe Kehren**

Philippe Kehren is currently President of the Soda Ash and Derivatives Global Business Unit of Solvay and has been since 2021. He has over 17 years of experience within Solvay, where he has been Business Unit Director of Soda Ash Europe, Executive Vice-President Business Development of Solvay Energy Services and General Manager of Rhodia Energy Services Europe. Born in 1971, Philippe holds a Master of Science in Chemical Engineering from the University of Wisconsin-Madison (1995) and graduated from the French Institute of Petroleum (1994) and from the École Polytechnique (1993).

**5. Annette Stube**

Annette Stube is currently Executive Vice President and Head of Sustainability of Stora Enso, a leading provider of renewable products in packaging, biomaterials and wooden construction. As of January 1, 2024 she will become Chief Sustainability Officer at the LEGO Group. Prior to this, she was a member of the Board of Directors and of the Audit and Risk Committee of Fortum. She also held the position of Head of Sustainability at A.P. Moller – Maersk, the world’s largest container shipping company. Born in 1967, she holds a Masters’ degree in psychology from the University of Copenhagen, Denmark.

**6. Melchior de Vogüé**

Melchior de Vogüé is a seasoned Chief Financial Officer with over 30 years of experience as CFO, a position he has held at Etex Group since 2015. Prior to that, he held CFO positions at Tessenderlo Chemie, Arjowiggins Group, Ondeo de Puerto Rico & United Water (both within the Suez Group), among others. He also has extensive experience as a Non-Executive Board Member as he has been a Board member of Solvac since 2022 and Chairman of the Risk & Audit Committee since May 2023. He also serves on the Board of Directors of Centre Médical de Bligny since 2004. Born in 1962, he graduated from HEC and holds a BSc in Business Management from Paris-IX Dauphine as well as a Diploma from the French Chartered Financial Analyst Authority (SFAF).

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