





**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's formerly owned Solvay Indupa.

In 2009 he came to Brussels as General Manager of Specialty Polymers, and then returned to Italy in 2011 to become President of the newly created Global Business Unit Solvay Specialty Polymers.

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



**Hua Du** began his career with Solvay as President of Solvay Rare Earth Systems in 2010. In 2015, he was appointed as the President of the new Global Business Unit Special Chem, which combines the former GBUs Rare Earths Systems and Special Chemicals as well as the fluorine part of the GBU Aroma Performance.

Before joining Solvay, he worked for more than 13 years at Rohm & Haas and Dow Chemical in the electronic materials business.

Hua Du was born in 1969 as a national of Hong Kong SAR, China. In 1990, he graduated from Beijing University with a major in BS Chemistry. In 1995, he obtained a PhD in Organic Chemistry from the University of Illinois, Urbana-Champaign.



**Cécile Tandeau de Marsac** was appointed Solvay's General Manager Human Resources in September 2012, following Solvay's acquisition of Rhodia in 2011. She joined Rhodia in 2007 and was appointed Human Resources Director for the Polyamide and Energy Services business unit and for the Human Resources Function. She led the growth ambition project "Rhodia Move for Growth" in 2010.

Cécile Tandeau de Marsac is graduate from management and business school, Ecole Supérieure de Commerce de Rouen (E.S.C Rouen). Her career began at Nestlé Group where she worked at the Marketing and Human Resources Functions for 20 years.