

DR ILHAM KADRI

Major Career Roles

CEO, Solvay
CEO, Syensqo SA/NV
Independent Director, L'Oréal and A.O. Smith Corp.
Chair, World Business Council for Sustainable Development

Other Career Highlights

President/CEO, Diversey Inc.
Senior VP/Division President, Sealed Air Corp.
General Manager, Dow Chemical Co.
Founder, Hygieia Network and the Solvay Solidarity Fund
Chair, World Business Council for Sustainable Development, Rhine Group

Dr Ilham Kadri is a globally recognised industrial leader with a distinguished CEO and board career spanning advanced materials, chemicals and international manufacturing. She currently serves as Chair of the World Business Council for Sustainable Development (WBCSD) at Rhine Group, shaping global strategies for sustainability and inclusive growth. Alongside this, she is an Independent Director of Baker Hughes, L'Oréal and A. O. Smith Corporation, as well as an Independent Outside Director of Hitachi Ltd, contributing to governance and strategy across diverse sectors.

Ilham was most recently CEO of Syensqo (2023–2025), a leading global materials science company created through the demerger and listing of Solvay Group. She spearheaded the development of groundbreaking technologies for mobility, energy, healthcare and electronics, ensuring sustainable performance and innovation at scale.

Prior to this appointment, she served as CEO of Solvay (2019–2023). In this role, she led a transformational portfolio repositioning, embedding ESG principles into commercial strategy and overseeing the successful separation and listing of Syensqo. Earlier, Ilham was President and CEO of Diversey (2017–2019), driving operational turnaround and strategic alignment with emerging markets and sustainability trends. Her executive journey also includes leadership positions at Dow, Sealed Air and Shell, which reinforced her depth in global operations, applied science and complex supply-chain environments.

Alongside her executive leadership, Ilham has held prominent non-executive positions in global organisations spanning technology, energy and consumer sectors. Her perspective is distinguished by experience working across four continents and an ability to unify financial performance with purpose-led innovation.

She brings deep cross-sector expertise in:

• Advanced materials & chemicals – leading transformation in composites, speciality polymers and sustainable process innovation.

• Industrial innovation & supply chains – delivering science-based solutions for clean energy, circular manufacturing and healthcare.

• Sustainability & ESG integration – aligning R&D, investment and operations with long-term environmental and social goals.

• Board governance & global strategy – advising across sectors on growth, resilience and international business leadership.

Ilham holds a PhD in macromolecular science and has lived and worked across four continents. She is known for her dynamic leadership style, commitment to inclusion, and ability to unite scientific progress with business performance. Her perspective is especially relevant to organisations navigating the convergence of innovation, sustainability and global complexity.