

## Syensqo announces leadership succession plan

**Dr. Ilham Kadri to step down following transformative tenure as CEO of Syensqo and its predecessor company over the past six years**

**Mike Radossich to become CEO on January 1, 2026**

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Syensqo today announced that Dr. Ilham Kadri will step down as its Chief Executive Officer, effective January 1, 2026. Mike Radossich, current President of Syensqo's Performance & Care and Other Solutions segments, will succeed her.

Mike Radossich is an accomplished industry leader with a successful track record in transforming complex businesses and delivering growth and operational efficiency at global scale. He has worked at Syensqo and its predecessor companies for more than 30 years and currently serves as President of the company's Performance & Care and Other Solutions segments, responsible for overseeing four global business units that generated €2.8 billion in net sales in 2024. At Solvay Group – from which Syensqo was spun-off in December 2023 – he led turnaround efforts for the Novecare Business Unit, achieving sustainable and profitable growth and delivering strong financial results. Mike joined the Group from Cytotec Industries in 2015, following its acquisition.

Rosemary Thorne, Chair of the Board of Directors, said, "Mike combines extensive chemical industry experience with a deep knowledge of our business. His appointment is the result of a rigorous selection process within a carefully designed succession plan, and the Board is confident that Mike is the right leader to guide our next phase of growth and deliver sustainable value for all Syensqo stakeholders."

"I'm deeply happy that Mike will lead the next chapter of Syensqo," said Dr. Ilham Kadri. "Having worked closely with him over the last six years, giving him increasingly more responsibilities, I know he is an exceptional leader with the energy and results-oriented approach needed to advance Syensqo's goals, through the next chapter of our journey."

"I am honored and humbled to take on the role of CEO of Syensqo," said Mike Radossich. "My past experiences have given me unparalleled insight into our business and industry, and how best to evolve for lasting success. With Syensqo now firmly established as a specialty leader, we are fully focused on driving long-term profitable growth, improving returns and value creation. Like Ilham, I am passionate about building high-performance cultures that place our customers at the center of everything we do, and I look forward to accelerating our momentum and further strengthening the value we deliver to customers and shareholders."

"On behalf of the Board and the entire organization, I want to thank Ilham wholeheartedly for her impressive and transformative tenure of Solvay first, and Syensqo later. She has been a defining voice for our two companies and the whole industry," said Rosemary Thorne. "Ilham is credited with transforming a 160-year-old industrial group, turning Solvay's returns to double digit levels. She revolutionized how we do business and her focus has always been on how to generate profitable growth while creating a strong purpose-built culture for our people. She will be remembered as the architect of the successful split, creating two publicly-listed companies with strong balance sheets and healthy credit profiles. With Syensqo, she created a world-class specialty business. Her vision, disciplined approach to capital allocation, and relentless energy will leave an indelible legacy on our people, customers and shareholders. We wish her all the best in her next chapter."

"It has been the highlight of my career to serve as CEO of Solvay and now Syensqo," said Dr. Ilham Kadri. "I would like to thank our incredible employees who have been by my side in this bold transformation, and I express gratitude to our shareholders for their support over the past six years and during the separation of Syensqo from Solvay."

Ilham and Mike will commence their handover today, with the process expected to be completed by the end of the year. Ilham will continue to lead as CEO until the end of the year, and from 2026 she will remain with the company as a special advisor to ensure a smooth transition of leadership.

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## About Syensqo

Syensqo is a science company developing groundbreaking solutions that enhance the way we live, work, travel and play. Inspired by the scientific councils which Ernest Solvay initiated in 1911, we bring great minds together to push the limits of science and innovation for the benefit of our customers, with a diverse, global team of more than 13,000 associates in 30 countries.

Our solutions contribute to safer, cleaner, and more sustainable products found in homes, food and consumer goods, planes, cars, batteries, smart devices and health care applications. Our innovation power enables us to deliver on the ambition of a circular economy and explore breakthrough technologies that advance humanity.

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