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## PRESS RELEASE

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November 23, 2015

### Appointments within the Saint-Gobain Group

As of January 1st, 2016, the following appointments will be effective:

**Claude Imauven**, Senior Vice-President in charge of the Construction Products Sector, is appointed Chief Operating Officer. He will in particular oversee Innovation, the Digital Transformation of the Group, Operational Excellence and International Development.

**Benoît Bazin**, Senior Vice-President in charge of the Building Distribution Sector, will be in charge of the Construction Products Sector.

**Kare Malo**, Chief Executive Officer SG Distribution Nordic, Director Procurement & Marketing SG Building Distribution, will be in charge of the Building Distribution Sector.

**Benoît d'Iribarne**, President, High Performance Materials Sector, is appointed General Delegate in Germany, Austria and Benelux. He will also coordinate for the Group the Industrial Excellence programs, including WCM.

**Laurent Guillot**, Chief Financial Officer, will be in charge of the High Performance Materials Sector. He will directly oversee the Ceramic Materials Activity.

**Guillaume Texier**, President of the Ceramic Materials Activity, is appointed Chief Financial Officer.

**Mike Chaldecott**, Regional Managing Director for the United Kingdom and Ireland for the Construction Products Sector, is appointed General Delegate for the United Kingdom and Ireland.

**David Anderson**, Regional Managing Director for South Africa, India, and Sub-Saharan Africa for the Construction Products Sector, is appointed General Delegate for Sub-Saharan Africa.



**Gianni Scotti** is appointed General Delegate Mediterranean (Spain, Italy, Portugal, Greece, Morocco, Algeria, Tunisia and Libya). Turkey will now be part of the General Delegation for Poland, Romania and Bulgaria headed by **François-Xavier Moser**.

**Hady Nassif**, Regional Managing Director for the Middle-East for the Construction Products Sector, is appointed General Delegate for the Middle-East. This new Delegation will also include Egypt.

**David Molho**, Managing Director for the Pipe Activity in Brazil, is appointed Chief Executive Officer SG Distribution Nordic.

**ABOUT SAINT-GOBAIN**

*In 2015, Saint-Gobain is celebrating its 350<sup>th</sup> anniversary, 350 reasons to believe in the future. Backed by its experience and its capacity to continuously innovate, Saint-Gobain, the world leader in the habitat and construction market, designs, manufactures and distributes high-performance and building materials providing innovative solutions to the challenges of growth, energy efficiency and environmental protection. With 2014 sales of €38.3 billion\*, Saint-Gobain operates in 66 countries and has more than 170,000 employees. For more information about Saint-Gobain, visit [www.saint-gobain.com](http://www.saint-gobain.com) and the twitter account [@saintgobain](https://twitter.com/saintgobain) or download the “Saint-Gobain Shareholder” application for tablet and smartphone.*

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Media Relations	Analyst/Investor Relations
Sophie Chevallon +33 1 47 62 30 48 Susanne Trabitzsch +33 1 47 62 43 25	Gaetano Terrasini +33 1 47 62 32 52 Vivien Dardel +33 1 47 62 44 29 Florent Nouveau +33 1 47 62 30 93



### **CLAUDE IMAUVEN**

Claude Imauven is a graduate of École Polytechnique and "Ingénieur au corps des mines". He began his career in 1983 at the French Ministry of Industry, where he held several management positions in public administration, especially as part of the Minister's staff (Foreign Trade and Industry).

His career at Saint-Gobain began in 1993 within the Flat Glass Division, where he became successively Vice-President of Industrial Policy then VP Industry and Finance. In 1996, he was appointed General Delegate for Spain, Portugal and Morocco. Returning to France in 1999, he joined the Pipe Division as Chief Operating Officer of Pont-à-Mousson SA. In 2001, he became Chairman & CEO of that company and President of the Pipe Division.

Since April 2004, Claude Imauven has been Senior Vice-President of Saint-Gobain and President of the Construction Products Sector.



### **BENOÎT BAZIN**

Benoît Bazin is a graduate of Ecole Polytechnique and Ecole Nationale des Ponts et Chaussées, with a post-graduate degree in Economics from Institut d'Etudes Politiques de Paris. He also holds a Master of Science from the Massachusetts Institute of Technology (MIT). He began his career in 1995 with the French Ministry of the Economy and Finance, as rapporteur to the Inter-ministerial Committee on Industrial Restructuring, before moving to the Treasury Department where he was responsible for State investments in the aeronautics, electronics and defense industries.

He joined Saint-Gobain in 1999 as Corporate Planning Director for the Abrasives business, moving on to become Vice President, Corporate Planning for Compagnie de Saint-Gobain in September of the following year. In 2002, he was appointed President of the North American Abrasives business, and of the Worldwide Bonded Abrasives business unit. In 2005, he was appointed Chief Financial Officer of the Group.

Benoît Bazin has been President of the Building Distribution Sector since 2009 and a Senior-Vice President of Compagnie de Saint-Gobain since 2010.



### **KARE MALO**

Kare Malo is a graduate of Oslo Business School (BI). In 1981, he started as marketing director in Dahl Norway. In 1990, he was appointed senior Vice President for Dahl group in Stockholm.

Kare Malo has been President of the Building Distribution Sector in Nordic countries, Baltic states and Switzerland since 2006. He is also Director Procurement and Marketing for the Building Distribution Sector.



### **LAURENT GUILLOT**

Laurent Guillot is a graduate of Ecole Polytechnique and Ecole Nationale des Ponts et Chaussées, with a post-graduate degree in Macroeconomics from Université Paris I. He began his career with the Finance Ministry, initially in charge of Energy in the Forecasting Department, then in charge of Central Africa within the Treasury Department's International Division. In 1999, he was appointed technical advisor to the Minister of Infrastructure, Transport and Housing, first on maritime issues and then on budgetary, financial and industrial issues.

He joined Compagnie de Saint-Gobain in 2002 as Vice-President, Corporate Planning. He was appointed Vice-President of Construction Abrasives in 2004, becoming Vice-President of High-Performance Refractories and Diesel Particulate Filters the following year. In 2007, he was appointed General Delegate for Brazil, Argentina and Chile.

Laurent Guillot has been the Group's Chief Financial Officer since 2009.

### **BENOIT D'IRIBARNE**

Benoît d'Iribarne holds an Engineering degree from Ecole Nationale des Ponts et Chaussées in Paris and a Master of Science in Civil Engineering from the University of Colorado Boulder.

He joined the Group in 1985 as R&D Engineer for Saint-Gobain Recherche Paris. In 1987, he joined Sekurit in Herzogenrath, Germany as Development Engineer. He was appointed Key Account Manager in the United Kingdom in 1989, Production Manager at Sekurit Belgium in 1992 and then Chief Executive Officer of Sekurit NFG in Germany in 1995.

In 1997, he was appointed Vice-President of Manufacturing at Saint-Gobain Glass, after which he was appointed President of Saint-Gobain Glass Outside Europe in 2000 and of Saint-Gobain Glass in 2005. In 2008, he became President of Saint-Gobain Glass and Sekurit.

In 2012, Benoît d'Iribarne was appointed General Delegate for Brazil, Argentina and Chile and since July 1, 2014, has served as President of the High Performance Materials Activity.





### **GUILLAUME TEXIER**

Guillaume Texier is President of the Ceramic Materials activity of Saint-Gobain since September 2011. Saint-Gobain Ceramic Materials manufactures a wide range of high value components for industrial markets, including engineered grains and powders, refractory products, ceramic parts and crystals.

He joined Saint-Gobain in 2005 as Vice President of Corporate Planning for Saint-Gobain in Paris. He was subsequently General Manager, CertainTeed Gypsum Canada and President of CertainTeed Roofing (based in the US).

Before joining Saint-Gobain, he held several positions of responsibility with the French government, including Advisor to the Minister of Environment and Advisor to the Minister of Industry.

Guillaume Texier is a graduate from Ecole Polytechnique, Paris, and from Paris School of Mines.



### **MIKE CHALDECOTT**

Mike has an MBA from Manchester Business School and an engineering degree (honours) from Leicester University. He has over 30 years' experience in construction materials, having fulfilled a number of operational and general management roles for the Group in UK, Ireland, France and Poland.

He was General Manager for the Isover Insulation joint venture in the UK before moving to Paris as General Manager for the global BPB Formula businesses. Following the acquisition of BPB by Saint-Gobain he was moved to Warsaw, Poland, as Regional Managing Director for Eastern Europe, responsible for the gypsum and insulation businesses in Poland, Czech Republic, Slovakia and Hungary.

He was appointed Managing Director of British Gypsum 2007, and the role expanded to Regional Managing Director for UK and Ireland in 2012.



### **DAVID ANDERSON**

David Anderson has a Bachelor of Science (First Class) Degree in Packaging Technology (with Physics) at the University of Hertfordshire, under sponsorship from BPB UK, and progressed through technology, operational and general management positions in the Paper and Packaging Division of BPB.

As Managing Director of the Division he divested non-core operations and established strategic supply contracts for key materials, before being appointed as Director for Safety and Environment for BPB Group. Following the acquisition by Saint-Gobain, David was appointed Regional Managing Director for Eastern Europe, based in Prague, followed by the Region of UK, Ireland and South Africa, and subsequently took additional responsibility for the Middle East and India.

Most recently, he has been Regional Managing Director for India and Southern Africa, and Head of Business Development for Sub-Saharan Africa, based in Johannesburg.

He has completed 40 years service with the Group.

### **GIANNI SCOTTI**

Gianni Scotti is a graduate in Industrial Chemistry at Università degli Studi, in Milan. After have worked in Italy in Norton, Montedison and Max Mayer, in 1982 he joined the Saint-Gobain Group, in Saint -Gobain Isover Italia. Initially, he was appointed Director of Waterproofing Materials Sales Division, before to be appointed Commercial Director of Isover Italia in 1987.

In 1995 he was appointed Managing Director of Saint-Gobain Abrasives Italia.

He continued his career in the worldwide Abrasives Division of Saint-Gobain, where it were entrusted to him in 2000 the European Management of Thin Weels Division and in 2002 the Worldwide Management of Thin Weels Division, together with the Direction of the Abrasives Division activities in Asia.

Since January 2004 he moved to the Worldwide Direction of Abrasives Construction Products Division, maintaining the Worldwide Direction of Thin Weels Division.

In January 2005 he was appointed General Delegate for Italy and Greece; moreover, as part of the Abrasives Division, he was appointed Vice-President for Europe, Africa & Middle East.

From 2008 he became Regional Managing Director to the Construction Products Sector East Mediterranean Region.

In October 2008, his General Delegate role was extended to Egypt, then to Turkey in October 2009.







### **HADY NASSIF**

Hady Nassif is a holder of Bachelor's degree and MBA from the American University of Beirut. He also attended a number of executive programs at INSEAD Business School at Fontainebleau. After starting his career in the steel industry, he joined Sodamco group in 1998 where he first launched operations in Dubai - UAE, before being appointed general manager for Lebanon in 2000. He became Executive Director and shareholder of the Group in 2005, and lead the fast development of Sodamco industrial mortars and concrete admixtures activities in 8 countries of the Middle East.

Following the acquisition of Sodamco group by Saint-Gobain in 2012, Hady Nassif was appointed Regional Managing Director for Saint-Gobain Construction Products Sector for the Middle East region since 2014.



### **DAVID MOLHO**

David Molho is a graduated in civil engineering and economics (Ecole Polytechnique, Corps des Ponts, France)

He worked 9 years in the Public sector (2001-2009): several positions in the Ministry for Industry, Energy and Environment. He also contributed to French public utilities' governance, EU negotiations, and reviews for the International Energy Agency. David Molho served 2 years in the French Prime Minister's staff, as adviser for Energy and Environment issues.

In 2009, he joined Saint-Gobain in the Group Corporate Planning VP : review of acquisitions and major Capex, coordination of SG 5-YP and was appointed Secretary of Executive committee.

David Molho has been the CEO Saint-Gobain Canalização (Pipes Brazil) since 2012.