

# John Thayer

John Thayer is the Senior Vice President, Sales & Marketing, responsible for driving market leadership and sales strategies for the Polyethylene and Ethylene businesses for NOVA Chemicals. He also is responsible for leading NOVA Chemicals' long-term Environment, Social and Governance (ESG) strategy, working with value chain partners, customers, government officials, industry associations and others to find innovative solutions to advance a plastics circular economy and climate care. He oversees NOVA Chemicals' new partnerships and development agreements in mechanical and advanced recycling to support the company's rapidly growing portfolio of post-consumer recycled (PCR) resins.

Thayer joined NOVA Chemicals in 1997 and since then has served the company in multiple roles, including positions in Human Resources, Operations and Site Leadership, Global Business Director, and General Manager, most recently serving as Senior Vice President, of, Polyethylene (PE) Business at NOVA Chemicals' U.S. Commercial Center. His 30 years of experience in manufacturing and the plastics industry have helped him become an expert in strategy development, sustainability, organizational capability, commercial leadership, and change management. Prior to joining NOVA Chemicals, Thayer held roles in Human Resources and Labor Relations at Weyerhaeuser Company. He has also been involved with several industry associations where he has been an advocate for the value of plastics and circularity.



Thayer earned a Master of Science in Industrial and Labor Relations from West Virginia University. He serves as the Immediate Past Chairman of the American Chemistry Council (ACC) Plastics Division and member of the Executive Leadership Team. He is the previous treasurer and board member of the Expandable Polystyrene Industry Alliance (EPIA), and Chairman of Beaver County Chamber of Commerce.