

CORPORATE NEWS

CHANGES IN THE EXECUTIVE BOARD OF REPLOID GROUP AG

- **Alain Parent will assume operational responsibility for the strategically important markets in France as well as in North and West Africa and will therefore step down from the Group Executive Board (Chief Strategy Officer).**
- **Jonas Finck, Deputy CEO, will take on operational responsibilities and has been appointed Chief Operating Officer (COO).**
- **The Group Executive Board will therefore be reduced to two members.**

WELS, Austria – January 15, 2026 – The Supervisory Board of REPLOID Group AG (“REPLOID”) has decided on changes to the company’s Executive Board:

Alain Parent, previously Chief Strategy Officer, will take over management of REPLOID’s business activities in France and in North and West Africa. Accordingly, he will leave the Group Executive Board and, effective February 2026, assume the position of CEO of REPLOID France SAS. Jonas Finck, formerly Chief Biology Officer, takes over the Chief Operating Officer (COO) function, reflecting the operational responsibilities he has already taken on. Going forward, the Group Executive Board will consist of two members:

- Philip Pauer, Chief Executive Officer
- Jonas Finck, Chief Operating Officer

REPLOID continues its dynamic growth path in 2026, with a strong focus on the international expansion of the Group. France plays a central role in this strategy given its scale and significance in the agricultural sector. A native of France, Alain Parent has already concentrated on market development there in recent months.

“With Alain Parent, REPLOID has an experienced senior executive who is ideally suited to lead the company’s expansion into the French and North African markets,” said Wenzel Staub, Chairman of the Supervisory Board of REPLOID Group AG.

Alain Parent added, “International expansion is the key to REPLOID’s success. In recent months, I have focused intensively on the strategically important French market and have already developed specific plans for further countries in North and West Africa. As CEO of REPLOID France SAS, I will now dedicate my full attention to advancing these initiatives.”

Philip Pauer, CEO of REPLOID Group AG, commented, “I am thrilled that Alain Parent, with his experience and expertise, will lead REPLOID’s entry into the French market. This market is of vital importance to our growth strategy, and I am confident that Alain is the right person to make this next step a success.”

Mr. Parent will step down from the Executive Board at the end of January and assume the position of CEO of REPLOID France SAS effective February 2026.

About REPLOID GROUP AG

REPLOID Group AG ("REPLOID") produces high-quality proteins and fats as well as organic fertilizer from the rearing of black soldier fly larvae. In the modular and flexible fattening facilities built for its customers – the REPLOID ReFarmUnits – young larvae supplied by the company are fed a feed mixture tailored to the respective location and made from residues from the regional food value chain. Once fattening is complete, REPLOID takes over the larvae for central marketing.

With decentralized upcycling on an industrial scale, REPLOID provides an economically attractive solution within the circular economy. The group's model enables food waste and unused food to be efficiently recycled and central natural resources to be conserved in a sustainable manner.

REPLOID Group AG was founded in 2020 and is based in Wels (Austria). The company has a global focus and has been listed on the direct market plus segment of the Vienna Stock Exchange (ticker symbol: HRX5) since July 2025. The group employs more than 100 people.

Contact

Hans Lang | Director Group Communications | +43 660 693 45 63 | presse@reploid.eu