

PRESS RELEASE

Beaucouzé, March 1, 2026

Nor-Feed Announces the Appointment of Nicolas Tessier as General Manager

Nor-Feed, a global specialist in the development, manufacturing, and marketing of plant-based extracts for animal nutrition and health, part of the Adisseo group, announces the appointment of Nicolas Tessier as its new General Manager, effective March 1. He succeeds Olivier Clech, who will transition to a non-executive position on the company's Board of Directors.

Nicolas Tessier joined Nor-Feed in 2009 and has since held numerous roles across the organization. Over the past years, he has contributed to the company's growth and operational excellence through responsibilities in Research & Innovation, Manufacturing, Purchasing, and Sales. His cross-functional experience and deep knowledge of Nor-Feed's activities position him strongly to lead the company into its next phase of development within Adisseo.

Olivier Clech has co-led and then led Nor-Feed for the past fourteen years, playing a key role in strengthening the company's market presence and international expansion with solutions to offset oxidative stress or manage coccidial risk in particular. In his new non-executive capacity on the Board, he will continue to support Nor-Feed's long-term strategy and governance.

Founded in Angers, France, Nor-Feed designs, manufactures and markets plant-based specialty ingredients and plant extracts for animal nutrition and health, serving clients across the globe with scientifically validated, natural solutions that limit the use of antibiotics, coccidiostats and pesticides.

"Nor-Feed has built a fantastic reputation for innovation and quality in plant-based solutions for animal nutrition and health," said Frédéric Jacquin, Adisseo Chief Operating Officer. *"We are confident that Nicolas Tessier's leadership, experience, and vision will further accelerate the development of botanicals solutions within Adisseo."*

"Botanicals and therefore Nor-Feed's capabilities play an important role in developing integrated solutions for sustainable animal productivity and welfare. Nicolas Tessier and the entire Norfeed team will ensure that those capabilities are fully aligned with the complete offering of Adisseo for animal growers worldwide," said Sebastian Marten, Executive Director SBU Specialties for Adisseo.

"I am grateful for the opportunity to lead the Norfeed team and its unique expertise into a bright future as part of Adisseo, with an exciting portfolio of innovations and co-solutions coming soon to market" said Nicolas Tessier, Nor-Feed General Manager.

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About Nor-Feed

Nor-Feed develops and markets natural feed additives and ingredients made of botanicals, for animal health and nutrition. The company focuses its efforts on few plants and molecules (saponins, grape extracts, citrus extracts, and a few others) to offer well characterized and fully standardized additives with documented health and nutrition benefits: alternatives to AGPs, natural coccidiostats, physiological antioxidants, stress management and animal well-being solutions, gut flora balancers and repellents for ectoparasites (red mites, flies, chicken lice...). Nor-Feed is located in the Angers Technopole, France, and belongs to the Vegepolys competence cluster, a unique combination of research institutes, universities and leading companies specialized in the botanical field.

Corporate website: www.norfeed.net

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About Adisseo

Adisseo is one of the world's leading experts in feed additives. The group relies on its 5 research centers and its production sites based in Europe, USA, China and Thailand to design, produce and market nutritional solutions for sustainable animal feed.

With more than 3,000 employees, it serves around 4,200 customers in over 110 different countries through its global distribution network. In 2024 Adisseo achieved a turnover of 2.05 billion euros.

Adisseo is one of the main subsidiaries of China National BlueStar, leader in the Chinese chemical industry. Adisseo is listed on the Shanghai Stock Exchange since 2015.

Corporate website: www.adisseo.com

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