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Genus PLC  
13 March 2025

**Genus plc**  
**("Genus" or the "Company")**  
**Appointment of Chief Financial Officer Designate**

The Board of Genus (LSE: GNS), a leading global animal genetics company, is pleased to announce that it has appointed Andy Russell as Chief Financial Officer ("CFO") and Executive Director, following a comprehensive search process.

Andy will commence with Genus and join the Board on 1<sup>st</sup> August 2025, taking over from Alison Henriksen after she retires from the Company on 31<sup>st</sup> July 2025, after more than five years in the role.

Andy is an experienced CFO, who will join Genus after nearly 12 years with global medical device manufacturer Smith & Nephew plc. He currently serves as Senior Vice President, Group Finance and M&A, operating as deputy to the Group CFO and leading approximately 400 people globally as he oversaw Group reporting, Controllershship, FP&A, Tax, Treasury and M&A. This follows a succession of increasingly senior roles within the organisation, including CFO for the Global Orthopedics division, Interim President for EMEA and CFO for EMEA (while also acting as Finance lead for Global M&A and Strategic Projects).

Before joining Smith & Nephew, Andy spent 17 years with KPMG, the last three of them as a Director, Transaction Services in the National Markets Division and the Private Equity Group.

Jorgen Kokke, Chief Executive Officer of Genus, said:

"I am delighted that we have been able to secure an executive of Andy's caliber. His blend of deep finance expertise and strong commercial acumen will help us take Genus through the next stage of its development as we continue to pursue our strategic priorities".

Andy Russell, incoming CFO, said:

"I am excited to be joining a business that has so many growth opportunities to execute against. I look forward to working with Jorgen and the Board to capitalise on these prospects and deliver value to all our stakeholders".

**For further information please contact:**

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Jorgen Kokke, Chief Executive Officer

Alison Henriksen, Chief Financial Officer

Anand Date, Investor Relations & Sustainability Director

Burson Buchanan Tel: +44 207 466 5000

Charles Ryland; Toto Berger; Sophie Wills; Verity Parker

**About Genus**

Genus advances animal breeding and genetic improvement by applying biotechnology and sells added value products for livestock farming and food producers. Its technology is applicable across livestock species and is currently commercialised by Genus in the dairy, beef and pork food production sectors.

Genus's worldwide sales are made in over 85 countries under the trademarks 'ABS' (dairy and beef cattle) and 'PIC' (pigs) and comprise semen, embryos and breeding animals with superior genetics to those animals currently in farms. Genus's customers' animals produce offspring with greater production efficiency and quality, and our customers use them to supply the global dairy and meat supply chains.

Genus's competitive edge comes from the ownership and control of proprietary lines of breeding animals, the biotechnology used to improve them and its global supply chain, technical service and sales and distribution network. The PRP is a market leading innovation in gene editing, which Genus is looking to commercialise in the porcine industry once regulatory approval is gained.

Headquartered in Basingstoke, United Kingdom, Genus companies operate in over 24 countries on six continents, with research laboratories located in Madison, Wisconsin, USA.

**Remuneration**

Andy Russell will receive a salary of £430,000. He will receive a pension contribution of 6% of salary as well as other standard core benefits. Andy will be eligible for discretionary variable remuneration. Under the current Directors' Remuneration Policy the annual bonus maximum is 175% of salary and there is potential to be awarded 200% of salary under the Company's Performance Share Plan.

Further details including any buyout (if required) will be disclosed in full in the Company's 2025 Directors' Remuneration Report.

**Regulatory Notes** This announcement is made in accordance with Listing Rule 6.4.6R. There are no matters to be disclosed in connection with Listing Rule 6.4.8R (1) - (6).

This announcement contains inside information for the purposes of article 7 of the Market Abuse Regulation (EU) 596/2014 as it forms part of UK domestic law by virtue of the European Union (Withdrawal) Act 2018 ("MAR"), and is disclosed in accordance with the Company's obligations under Article 17 of MAR. The person responsible for making this announcement on behalf of the Group is Vaughn Walton (Interim Group Company Secretary).

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