

OXEA Completes Global Leadership Team as Company Enters Next Phase of its Strategic Relaunch

Monheim am Rhein, Germany, February 25, 2026 — With the official relaunch of OXEA in April 2025, the company has taken decisive steps to redefine its strategic direction, sharpen its market focus, and strengthen its global presence. A key milestone in this transformation is now complete: OXEA has finalized the formation of its new Global Leadership Team (GLT).

“Relaunching OXEA is more than a change of name – it is a renewed commitment to our customers, our people, and our long-term vision,” said Michael McHenry, Chief Executive Officer of OXEA. “By bringing together a leadership team with deep expertise, global experience, and a shared passion for performance, we are laying the foundation for a stronger, faster, and more agile company. This team is essential to making OXEA truly fit to win.”

The OXEA Global Leadership Team

Michael McHenry, Chief Executive Officer

Mike brings more than 30 years of global leadership experience in the chemical and materials industry within both large publicly traded as well as private and private equity-backed organizations. He has led international businesses across multiple markets and has a proven track record in strategy development, transformations, and building high-performing teams. His experience includes tenure with BASF, Ciba Specialty Chemicals, Master Fluid Solutions, and Techmer PM.

Ed Ray, Chief Financial Officer

Ed has over 25 years of financial leadership experience in the global chemical industry. He has managed finance organizations across international markets and brings deep expertise in financial strategy, performance management, and operational finance. Prior to this role, he served as CFO at OCI Methanol and held a variety of senior finance positions with increasing global responsibility with Ecolab.

Christina Fuchs, Chief Human Resources Officer

Christina brings more than 20 years of HR leadership experience. She has led operational and strategic HR organizations globally, implanted organizational design- and talent strategies with a focus on culture, capability building, transformation, and M&A.

David Muldoon, Chief Commercial Officer

David brings more than 30 years of international experience in managing commodity and specialty chemical businesses. He has led global commercial organizations, built go-to-market strategies, and expanded strategic partnerships across multiple regions and applications. His previous roles include serving most recently as Chief Business Officer at Manus Bio, and as Chief Operating Officer at Genomatica in the biotech sector. He has also held senior commercial leadership positions at BASF in Chemical Intermediates and Ciba Specialty Chemicals, Plastic Additives.

Scott Farmer, Chief Supply Chain Officer

Scott is a seasoned supply chain and procurement leader with over three decades of experience. He has led major transformation programs, integrated numerous acquisitions, built high-performing global teams, and delivered strong results in

sourcing, logistics, and operational improvement across multiple industries. Most recently, he was Chief Procurement Officer at Amcor. Prior to that, he held positions at Honda, Bristol Myers, and L'Oreal.

Bastian Kuhl, Chief Transformation Officer

Bastian brings a unique combination of leadership experience from the military, top-tier consulting, and global industrial operations. With a background in consulting and operational leadership, Bastian has driven strategic transformation programs across industrial and technology-driven sectors. He specializes in organizational development, performance enhancement, and large-scale change initiatives.

Dr. Albrecht Schwerin, Chief Operations Officer

Albrecht has almost 30 years of global leadership experience in the chemical industry, mainly in operations and manufacturing roles. Since joining the company in 2022, he has overseen production sites and strategic transformation programs, contributing significantly to strengthening global operations. Prior to that, he held positions at Henkel, Cognis, Celanese, and Novasep.

A Strategy Built on Five New Pillars

With its leadership team now fully established, OXEA is advancing into the next phase of its strategic relaunch, guided by five new strategic pillars: Empowered People, Customer Commitment, Execution Excellence, Supply Resilience, and Financial Strength. These pillars define how OXEA will operate, compete, and grow in the years ahead. They reinforce the company's ambition to build a culture of ownership and collaboration, deliver superior value to customers, strengthen operational reliability, secure a resilient global supply chain, and ensure long-term financial stability.

As part of this transformation, OXEA is placing renewed emphasis on strengthening its company culture, fostering transparency, accountability, and teamwork across all regions. At the same time, the company is sharpening its customer focus, ensuring faster response times, deeper engagement, and solutions that are closely aligned with evolving market needs.

"Our people are at the heart of OXEA's transformation," said Christina Fuchs, Chief Human Resources Officer. "Their expertise, resilience, and commitment are what make our ambitions achievable. In this next phase, strong leadership, clear priorities, and shared accountability will be critical to achieving our targets. We are reinforcing a high-performance culture rooted in trust, ownership, and collaboration to ensure we deliver sustainable results."

OXEA is now ready to accelerate its transformation and deliver on its strategic ambitions. "With our leadership team now fully in place, we are moving confidently into the next chapter of OXEA's transformation," concluded McHenry.

About Oxea

Oxea (formerly OQ Chemicals) is a global manufacturer of Oxo Intermediates and Oxo Performance Chemicals such as alcohols, polyols, carboxylic acids, specialty esters, and amines. These are used to produce high-quality coatings, lubricants, cosmetic and pharmaceutical products, flavors and fragrances, printing inks, and plastics. Oxea employs more than 1,200 people worldwide and markets its chemicals in more than 60 countries. More information at www.oxea.com

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