



CLAYENS GROUP APPOINTS PAUL MELNYCHUCK AS CHIEF COMMERCIAL OFFICER

Global contract manufacturing veteran to lead commercial operations as Clayens pursues its ambition to become a \$1 billion CDMO platform.

GENAS, FRANCE, 26 May 2026 — Clayens Group, one of the world's leading contract development and manufacturing organizations (CDMOs) specializing in high-performance polymers, composites, and precision metals, today announced the appointment of **Paul Melnychuck** as **Chief Commercial Officer (CCO)**. Effective immediately, Mr. Melnychuck will report directly to **Eric Pisani, Chief Executive Officer**, and will join the Group's executive leadership team.

Mr. Melnychuck brings a distinguished track record of commercial leadership across complex, global contract manufacturing environments. Over the course of his career he has demonstrated a rare and repeatable ability to operate with credibility and commercial impact across a diverse array of demanding end markets—that Clayens' leadership identified as essential for the Company's next phase of expansion. As Clayens integrates its recently enlarged global footprint and deploys its full CDMO capabilities, Mr. Melnychuck will be responsible for unifying the commercial organization, deepening strategic customer relationships, and capturing above-market growth across the Group's key target verticals: electrical infrastructure, aerospace and defense, healthcare, automotive, and industrial equipment.

What further distinguishes Mr. Melnychuck is a cross-functional career that extends well beyond the commercial function. An accomplished research scientist early in his career who then led a global marketing organization for an industry leader, and, having worked closely with operations, engineering, quality, and supply chain teams across multiple industries, he brings firsthand fluency in the full program lifecycle—from the earliest stages of customer qualification through series production and ongoing supplier performance management. In a contract manufacturing environment, where customer expectations are set commercially but fulfilled operationally, this integration is decisive. Mr. Melnychuck's appointment is designed to ensure that Clayens maintains a tight and continuous feedback loop between its commercial commitments and its operational delivery: accelerating new program onboarding, reducing time-to-production, and sustaining the supplier performance standards that protect both quality and customer confidence over the long term.

"When One Equity Partners invested in Clayens, they saw a platform with extraordinary manufacturing depth and an opportunity to build something genuinely differentiated in the global CDMO landscape. Paul brings to Clayens exactly the commercial DNA our platform demands. Contract manufacturing at our level is not transactional—it is a long-cycle, deeply technical, and highly relational business, and the leaders who win are those who translate technical capability into customer value and motivate high-impact teams to solve complex problems. Paul has done this repeatedly, across industries as different as consumer electronics and medical device assembly. As the world leader in thermoset solutions—and a key enabler of the data center infrastructure powering the global AI build-out—Clayens is ideally positioned to capture this demand. Paul Melnychuck is the commercial leader who will accelerate that trajectory and drive us toward €1 billion and beyond"

— **Eric Pisani, Chief Executive Officer, Clayens Group**

About Clayens Group

Founded in 1931 near Lyon, France, and headquartered in Genas (Rhône), Clayens Group has evolved from a regional thermoset insulation manufacturer into a global CDMO platform with €625 million (\$730m) in revenues, 5,000 employees, and 28 manufacturing plants across nine countries spanning Europe, North Africa, and North America. The Company serves demanding end markets including aerospace and defense, healthcare, electrical infrastructure, automotive, and industrial equipment. Under the ownership of One Equity Partners, Clayens has executed a transformative inorganic growth strategy—including the acquisitions of Parkway Products, a Cardinal Health healthcare facility in Crystal Lake, Illinois, MW Industries operation in Providence, Rhode Island, and Alltec Integrated Manufacturing in Santa Maria, California. Clayens has publicly stated its ambition to become a \$1 billion revenue CDMO platform

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