

5 February 2026

## Evoca Group Announces CEO Transition

Evoca Group today announced that Norman Rafael has been appointed Chief Executive Officer, effective 5 February 2026. Jochen Fabritius has stepped down from his role as Chief Executive Officer and, subject to the necessary corporate approvals, will assume the role of Chairman of Evoca Group.

The leadership transition follows the succession plan announced on 31 March 2025, which has since been implemented through an orderly and well-managed transition. Continuity of leadership has been ensured throughout the transition, with Mr. Rafael closely involved in the Group's day-to-day management and strategic direction.

During his tenure as Chief Executive Officer, Mr. Fabritius led Evoca Group through a period of significant transformation, strengthening operational performance and positioning the Group for long-term success. The Board expressed its appreciation for his leadership and for ensuring a smooth and orderly transition.

Mr. Rafael, formerly Chief Operating Officer of Evoca Group, brings deep operational experience and a strong understanding of the Group's strategy. As Chief Executive Officer, he will continue to focus on growth, operational excellence, and maintaining the strategic momentum across the Group.

Commenting on the transition, Jochen Fabritius said: "I am proud of what Evoca Group has achieved in recent years and grateful for the commitment of our teams. I look forward to continuing to support the Group in my role as Chairman and to working closely with Norman as he leads Evoca into its next phase."

Norman Rafael added: "It is an honour to take on the role of Chief Executive Officer. Together with our teams, customers, and partners, my focus will be on executing our strategy, ensuring continuity, and delivering sustainable value for all stakeholders by serving our customers as best as we can at the heart of all our decisions."