

POLISH FINANCIAL SUPERVISION AUTHORITY

Current Report no. 24/2023

Date of preparation: 2023-11-08

Abbreviated name of the Issuer: MABION S.A.

Subject matter: Changes in the composition of the Management Board

Legal basis: Article 56 (1)(2) of the Act on Public Offering – current and interim information

Content of the Report:

The Management Board of Mabion S.A. ("Company") hereby informs that today, the Company's Management Board has adopted a resolution to appoint Ms. Julita Balcerek to the Management Board of the Company for the second joint term as Member of the Management Board, with effect as of 8 November 2023.

Julita Balcerek, MD, MBA, newly appointed Management Board Member for Operations, is a graduate of the University of Wrocław, with a degree in biotechnology. She obtained her MD degree in molecular and cellular biology as part of the Medical University of Lodz's implementation doctorate programme. As part of her PhD thesis project, she developed an innovative platform to derive stable cell lines for the expression of recombinant proteins for biopharmaceutical applications. Julita Balcerek is also this year's graduate of the Polish-American MBA Programme at the University of Łódź and is also qualified as a certified IPMA-C Project Manager.

She has been associated with Mabion S.A. for 15 years, i.e. since 2008. At the Company, she has built the team and its competences in the development, manufacturing, and control of biological medicines. During her professional career at Mabion S.A., she served, among other things, as Project Manager for the project entitled "Transfer and validation of the NVAX protein vaccine manufacturing process", which was successfully completed and resulted in a long-term collaboration with Novavax, Inc. for contract manufacturing of the SARS-CoV-2 vaccine antigen. For years, she has been designing and actively supporting the development of managerial competences at senior and middle level in the Company, including through the Leadership Academy Programme, which she created and implemented in 2021.

In accordance with the statements submitted, Ms. Julita Balcerek does not pursue activities competitive to the business of the Company, does not participate in any competitive company as a partner in a civil-law partnership, partnership, or capital company, does not participate in any competitive legal person as a member of its body and is not listed in the Register of Insolvent Debtors as kept pursuant to the Act on the National Court Register.

Concurrently, the responsibilities and tasks entrusted to Mr. Sławomir Jaros have been partially changed – as Management Board Member, he will hold the position of Head of Science and Quality, having previously held the role of Management Board Member for Science and Operations.

Further to the change in the composition of the Management Board of Mabion S.A., the distribution of key areas, tasks and competences within the Company at the Management Board level is as follows:

Mr. Krzysztof Kaczmarczyk – President of the Management Board, Chief Executive, CEO – manages the work of the Management Board. The main duties of the President of the Management Board include the development of the Company's business strategy and investment policy and the acquisition of strategic partners for the Company. The President of the Management Board is also responsible for HR, legal, administration, investor relation areas, and for overseeing the proper performance of the Company's business, scientific, operating, and financial activities.

Ms. Julita Balcerek, Member of the Management Board, Head of Operations, COO – responsible for managing, overseeing and integrating the Company's operational areas in the scope of development, manufacturing, investment, and operation maintenance and qualification activities. She is responsible for developing and implementing new process technologies and analytics to characterise biological products and processes. She oversees activities related to procurement, warehousing, transport, and investment processes.

Mr. Grzegorz Grabowicz – Member of the Management Board, CFO – responsible for managing the Company's financial policy. He is responsible for acquiring funds, management reporting – including developing the Company's financial plans, and for accounting and financial reporting.

Mr. Sławomir Jaros, Member of the Management Board, Head of Science and Quality, CSO, CQO – responsible for shaping the Company's science and quality policy, creating, implementing and delivering a regulatory and quality strategy, and development and implementation of IT solutions supporting the Company's growth. In addition, he is involved in planning and implementation processes for new technologies and services. He also supports the Business Development area in building business and industrial relationships conducive to the Company's development.

Mr. Adam Pietruszkiewicz, Member of the Management Board, Head of Business Development, CCO - responsible for the Company's business development, for acquiring new clients, building new industrial relations, and leading selected strategic projects related to the Company's international expansion. It was at his initiative that the contract with the Company's key client, Novavax, Inc., was initiated.