

Konstantynów Łódzki, 9 November 2023

Press release

Changes in the composition of the Management Board of Mabion S.A.

- › **On 8 November 2023, the Company's Supervisory Board appointed Julita Balcerek, MD to the Company's Management Board to the position of Member of the Management Board, Chief Operating Officer**
- › **Julita Balcerek will be responsible for managing, supervising, and integrating operational areas in the Company, as well as the construction of the new Mabion 2 manufacturing facility planned as part of the second stage of implementation of the Strategy**
- › **Separation of the scientific and quality-related competence from the operational competence, as well as expansion of the composition of the Management Board, is the next stage of Mabion's transformation into a CDMO company**

"With the commencement of cooperation with Novavax in 2021, Mabion has initiated a transformation of the business model, the concept of which crystallised with the adoption of the Strategy for 2023–2027 in April this year. The reorganisation of the Company's management structure and the enlargement of the Management Board will, in our view, benefit the Company, its shareholders and other stakeholders, including employees. Julita Balcerek, with her many years of work at Mabion, has demonstrated that she is a manager skilled in organising and optimising the Company's key operational processes, of which the transfer and validation of the Novavax protein vaccine manufacturing process was an excellent example. By appointing Julita Balcerek – the long-standing Chief Operating Officer and Chief Scientific Officer – to the position of Management Board Member and Chief Operating Officer, we, as the Supervisory Board, express our full support for the Management Board's further transformational efforts in the enlarged composition," **says Robert Koński, Chairman of the Supervisory Board of Mabion S.A.**

Julita Balcerek 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 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. since 2008. At the Company, she has built the team and its competences in the development, manufacturing, and control of biological medicines. She served as Project Manager for the project entitled "Transfer and validation of the Novavax protein vaccine manufacturing process", which was successfully completed and resulted in a long-term collaboration with Novavax in the area of contract manufacturing of the SARS-CoV-2 vaccine antigen. For years, Julia Balcerek has been designing and actively supporting the development of managerial competences at senior and middle level in Mabion. Through the Leadership Academy Programme, which she created and implemented in 2021, she has been supporting team leaders in the development of managerial competences.

Following the changes, the distribution of key areas and tasks within the Company at the Management Board level is as follows:

- ✦ **Krzysztof Kaczmarczyk, President of the Management Board, General Manager, CEO** – manages the work of the Management Board and coordinates the work of other Management Board Members. 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 business and strategic partners for the Company. The President of the Management Board is also responsible for risk management, disclosure obligations and investor relations, and for overseeing the proper performance of the Company's operating and financial activities.
- ✦ **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.
- ✦ **Grzegorz Grabowicz, Member of the Management Board, Head of Finance, 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.
- ✦ **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.
- ✦ **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, was initiated.

"The changes we have made represent the next step in Mabion's transformation towards a CDMO. The separation of manufacturing and control functions is an industry standard and a proven good practice. Such an approach ensures that the end product of CDMO services is delivered in compliance with regulations and guidelines, which in turn is crucial for the ability to register, commercialise, and treat patients safely. The separation of management of these areas fits in with the transformation of Mabion and is also motivated by the expectations of our clients and our belief in the need to continuously improve our process efficiency and effectiveness. Having Julita Balcerek join the Management Board will help to further improve our processes and will enable us to attain these ambitious goals. In addition, the increased activity of Sławomir Jaros in the scientific area will allow us to expand our service portfolio to include the latest technologies and clients' expectations. The new roles defined for the Management Board will also enable greater involvement of Sławomir Jaros in business development processes, where his extensive knowledge and contacts in the industry are essential," **comments Krzysztof Kaczmarczyk, President of the Management Board of Mabion S.A.**

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