

## CURRENT REPORT 15/2025

May 29, 2025

### Changes in the Management Board of Ryvu Therapeutics S.A.

The Management Board of Ryvu Therapeutics S.A., with its registered office in Kraków (the "Company", "Ryvu"), hereby informs that on May 27, 2025, the Supervisory Board of the Company, acting pursuant to Article 368 § 4 of the Polish Commercial Companies Code (k.s.h.), appointed Ms. Justyna Żółtek to the Management Board of the Company, effective as of June 1, 2025.

Ms. Justyna Żółtek joined the Company in 2021 and, since May 2024, has served as Chief People Officer. She is responsible for the Administration and HR functions, including all employee development processes and the Company's internal culture.

Information regarding Ms. Żółtek's education, qualifications, previously held positions, and professional experience has been attached to this Report. Ms. Żółtek is not listed in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register, does not conduct activities competitive to Ryvu, is not a partner in any civil law or commercial partnerships engaged in such activities, and is not a member of governing bodies of any legal entities engaged in such activities.

*Disclaimer: This English language translation has been prepared solely for the convenience of English-speaking readers. Despite all the efforts devoted to this translation, certain discrepancies, omissions or approximations may exist. In case of any differences between the Polish and the English versions, the Polish version shall prevail. Ryvu Therapeutics S.A., its representatives and employees decline all responsibility in this regard.*

**Legal basis:** Article 56(1)(2) of the Act on Public Offering in connection with § 5(5) of the Regulation of the Minister of Finance of March 29, 2018, on current and periodic information provided by issuers of securities and on the conditions for recognizing as equivalent information required by the laws of a non-member state.

#### **Representatives of the Issuer:**

- Paweł Przewięźlikowski – President of the Management Board
- Krzysztof Brzózka – Vice president of the Management Board

## **Justyna Żółtek**

Justyna Żółtek dołączyła do Spółki w 2021 roku jako Dyrektor HR, obejmując odpowiedzialność za utworzenie i rozwój funkcji personalnej w Ryvu Therapeutics. Od maja 2024 roku pełni funkcję Chief People Officer, odpowiadając za obszary Administracji, Kadr i Płac oraz HR.

W trakcie swojej pracy w Spółce opracowała i wdrożyła kompleksową strategię zarządzania kapitałem ludzkim, zbudowała zespół HR oraz wprowadziła kluczowe procesy w zakresie rozwoju przywództwa, zarządzania talentami oraz transformacji kultury organizacyjnej.

Justyna Żółtek posiada ponad 15-letnie doświadczenie zawodowe zdobyte w międzynarodowych organizacjach, w których pełniła funkcje HR o zasięgu regionalnym i globalnym w sektorach takich jak biotechnologia, energetyka, budownictwo i nowe technologie. Specjalizuje się w projektach transformacyjnych, integracjach organizacyjnych oraz budowaniu struktur HR w środowiskach o wysokiej dynamice zmian. Brała aktywny udział w procesie prywatyzacji EDF Polska, a bezpośrednio przed dołączeniem do Ryvu zarządzała zespołami HR w Polsce i Bułgarii w spółce technologicznej funkcjonującej w ramach złożonego procesu M&A.

Jest absolwentką Uniwersytetu Ekonomicznego w Krakowie oraz programu Center for Leadership – jednej z wiodących inicjatyw rozwojowych dla liderów biznesu w Polsce.

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Justyna Żółtek joined the Company in 2021 as HR Director, taking responsibility for establishing and developing the people function at Ryvu Therapeutics. Since May 2024, she has served as Chief People Officer, overseeing Administration, Payroll and HR areas.

During her time at the Company, she has developed and implemented a comprehensive human capital management strategy, built the HR team, and introduced key processes in leadership development, talent management, and organizational culture transformation.

Justyna Żółtek brings over 15 years of professional experience gained in international organizations, where she held regional and global HR roles in sectors such as biotechnology, energy, construction, and new technologies. She specializes in transformation projects, organizational integrations, and building HR structures in fast-changing environments. She was actively involved in the privatization process of EDF Polska and, immediately prior to joining Ryvu, managed HR teams in Poland and Bulgaria at a technology company undergoing a complex M&A process.

She is a graduate of the Cracow University of Economics and the Center for Leadership – one of Poland's leading development programs for business leaders.