

## **Board of Careium AB (publ), corporate registration number 559121–5875, report on the remuneration committee's evaluation of the guidelines for remuneration to senior executives**

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The board's report in accordance with the Companies Act, Chapter 8. § 53 a and paragraph 10.3 of the Swedish Code of Corporate Governance.

The Company's Board of Directors has set up a Remuneration Committee that fulfills the tasks it arrives at a Remuneration Committee in accordance with the Swedish Code of Corporate Governance (the "Corporate Governance Code").

In accordance with paragraph 9.1 of the Code of Corporate Governance, the Remuneration Committee must, among other things, follow up and evaluate all programs for variable remuneration to the company management, the application of the guidelines for remuneration to senior executives decided by the Annual General Meeting and the applicable remuneration structures and remuneration levels in the company.

In accordance with the Corporate Governance Code section 10.3, the Board submits the following account of the evaluation made by the Remuneration Committee.

1. During the financial year 2021, the Company has had a program for variable remuneration to senior executives reporting to the CEO, according to which the executive, according to a separate agreement, can receive annual variable salary corresponding to 30 percent of the fixed salary when meeting decided profit targets. For the CEO, the equivalent has been 50 percent of the fixed salary.
2. Evaluation and follow-up of the application of the guidelines for remuneration to senior executives was carried out by the remuneration committee during the financial year 2021. The remuneration committee judges that the application of the guidelines for remuneration to senior executives has been correct
3. During the year, the Remuneration Committee evaluated the remuneration structures and remuneration levels that exist in the Company. The Remuneration Committee is of the opinion that the guidelines for remuneration to senior executives decided at the 2021 Annual General Meeting of Careiums former parent company Doro have met their objectives and worked well. No deviations from the prescribed decision-making process have taken place, nor have deviations from the guidelines in general.

The Board considers that the remuneration received by the senior executives during the financial year 2021 has been in accordance with the guidelines adopted by the 2021 Annual General Meeting of Careiums former parent company Doro.

The Board has not deviated from the guidelines since the 2021 Annual General Meeting of Careiums former parent company Doro.

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Malmö, March 2022  
**CAREIUM AB (publ)**  
*The Board of Directors*