

N.B. The English text is an in-house translation of the original Swedish text. In case of any discrepancies between the Swedish and the English text, the Swedish text shall prevail.

The Board of Directors' of Careium AB (publ) proposal for resolution on an addendum to Employee Stock Option Program 2025

Background

The Annual General Meeting of Careium AB (publ) ("**Careium**" or "the **Company**") on 24 April 2025 resolved to introduce Employee Stock Option Program 2025, a long-term share-based incentive program for key employees of the Company or other companies in the same group as the Company.

The program comprises a maximum of 600,000 employee stock options, each of which, after vesting and provided that certain conditions are met, entitles the participant to receive, free of charge, one (1) warrant of series 2025, which entitles to subscription of one share in the Company at a subscription price corresponding to the share's quota value. The vesting period is three years from the date of allocation, and vested employee stock options may be exercised from three years after the date of allocation until 31 March 2029.

Allocation of employee stock options in the Employee Stock Option Program 2025 should take place no later than 31 December 2025. A total of 455,000 employee stock options have been allocated under the program, of which 160,000 employee stock options have lapsed due to terminated employments. The number of outstanding employee stock options thus amounts to 295,000.

On 2 December 2025, Careium announced by way of press release that the Company's Board of Directors had appointed Tove Christiansson as the new Chief Executive Officer of the Company. Tove will assume the position during the second quarter of 2026.

Addendum to the Employee Stock Option Program 2025

In order to enable Tove Christiansson to participate in the Employee Stock Option Program 2025, the Board of Directors proposes that the Annual General Meeting resolve on an addendum to the terms of Employee Stock Option Program 2025 whereby (i) Tove Christiansson shall be offered 120,000 employee stock options within the framework of the Employee Stock Option Program 2025, (ii) the employee stock options shall be granted to Tove Christiansson no later than 30 June 2026, (iii) such granted employee stock options shall vest on 28 February 2029, and (iv) such vested employee stock options may be exercised during the period from 1 March 2029 to 31 March 2029.

Tove Christiansson's participation in the Employee Stock Option Program shall in all other respects be governed by and subject to the terms and conditions of the program as resolved by the Annual General Meeting on 24 April 2025, including the barrier condition, the ceiling condition and the share purchase requirement. The requirement of employment during the vesting period shall apply to Tove Christiansson, whereby the vesting period for her employee stock options shall be the period from the grant date until 28 February 2029 in accordance with item (iii) above.

The vesting period for Tove Christiansson's employee stock options is less than the three-year period that applies to other participants in the Employee Stock Option Program 2025. The Board of Directors considers that the deviation is justified in light of the fact that (i) it is important that the Company's new CEO is given the opportunity to receive remuneration that is related to and dependent on the value growth of the Company's shares that she contributes to creating, and (ii) her share-based remuneration corresponds as far as possible to the terms and conditions applicable to other key employees in the Company who participate in the program, which ensures consistency in the remuneration structure. Against this background, it is the Board's overall assessment that it is in the best interests of both the Company and its shareholders to apply a vesting period of less than three years for Tove Christiansson's employee stock options.

The addendum proposed for approval by the Annual General Meeting as described above relates exclusively to the terms and conditions for Tove Christiansson's participation in the Employee Stock Option Program 2025 and does not entail any change in the terms and conditions for employee stock options already allocated to other participants in the program. More information about the Employee Stock Option Program 2025 is available on the Company's website, www.careium.com.

Malmö in March 2026
Careium AB (publ)
The Board of Directors