

Principles for appointing a Nomination Committee and instructions for the Nomination Committee

The Annual General Meeting in Careium AB (publ) (“Careium” or the “Company”) on 23 April 2026 resolved to adopt the following principles for the appointment of the Nomination Committee and instructions for the Nomination Committee’s work.

The Nomination Committee shall consist of three (3) members representing the Company's largest shareholders according to the number of voting rights. The Chairman of the Board shall be an adjunct member of the Nomination Committee. The largest shareholders according to number of voting rights shall be determined based on ownership statistics from Euroclear Sweden AB as of the last trading day in September of the year prior to the Annual General Meeting and other reliable ownership information provided to the Company at that time.

As soon as the information on share ownership as described above is available, the Chairman of the Board shall contact the three (3) largest shareholders in the Company according to number of voting rights, who shall then be entitled to appoint one (1) representative each to the Nomination Committee. In the event that any of the three largest shareholders abstains from the right to appoint a representative to the Nomination Committee or does not respond within one week of the aforementioned contact, that right shall pass to the shareholder with the next largest shareholding on the aforementioned date. If a Nomination Committee with three members cannot be convened after contacting the ten largest shareholders in the Company according to number of voting rights, the Nomination Committee may consist of two shareholder-appointed members.

The names of the shareholder representatives and the shareholders they represent shall be disclosed as soon as the Nomination Committee has been formed, but no later than six (6) months before the Annual General Meeting. The Nomination Committee's mandate period shall continue until a new Nomination Committee is formed. The Chairman of the Nomination Committee shall be, unless the Nomination Committee decides otherwise, the representative of the largest shareholder according to number of voting rights.

The Nomination Committee shall remain unchanged unless (i) a representative wishes to resign prematurely, in which case such request shall be sent to the Chairman of the Nomination Committee (or, if the Chairman wishes to resign, to another member of the Nomination Committee), in which case the shareholder who appointed the member shall be entitled to appoint a replacement, and if the shareholder does not exercise this right, the right shall pass to the next largest shareholder according to number of votes who has not already appointed, or who has declined to appoint, a member to the Nomination Committee, (ii) a nominating shareholder wishes to change its representative on the Nomination Committee to another person, in which case such request (containing the two relevant names) shall be sent to the Chairman of the Nomination Committee (or, in the case of a change of Chairman of the Nomination Committee, to another representative in the Nomination Committee), (iii) a nominating shareholder is no longer one of the three largest shareholders according to number of voting rights, in which case the member appointed by such shareholder shall make his or her seat available and the shareholder who has become one of the largest shareholders according to number of voting rights shall be entitled to appoint a new member, or (iv) the Nomination Committee, within its free judgment decides to appoint to vacant positions in the Nomination Committee to shareholders or shareholder representatives in order for the Nomination Committee to thereby reflect the ownership of Careium.

Unless there are special reasons, no changes shall be made to the composition of the Nomination Committee in accordance with (iii) above if only marginal changes in the number of votes have taken place or if the change occurs later than two months before the Annual General Meeting.

Changes to the composition of the Nomination Committee shall be disclosed publicly immediately.

No remuneration shall be paid to members of the Nomination Committee for their work on the committee. As needed, the Company shall reimburse reasonable expenses related to the Nomination Committee's work as well as for external consultants that the Nomination Committee deems necessary for the Nomination Committee to be able to complete its work.

The Nomination Committee shall submit proposals on the following matters to the Annual General Meeting:

- proposal for the election of the Chairman of the Meeting,
- proposal for the election of Board members,
- proposal for the election of the Chairman of the Board of Directors,
- proposal for resolutions on remuneration to the Board of Directors, allocated among the Chairman of the Board of Directors, Board members, and any compensation for committee work,
- proposal for the election of auditor(s) and proposal of compensation to the Company's auditor(s), and
- to the extent deemed necessary, proposals for resolutions regarding revised principles for the appointment of the Nomination Committee.

These principles for the appointment of the Nomination Committee and instructions for the Nomination Committee shall apply until further notice, unless and until amended by a resolution of the general meeting of the Company.