

Minutes of the annual general meeting  
in Camurus AB (publ), corporate  
identity no 556667-9105, Thursday  
28 May 2026 in Lund

§ 1 Opening of the meeting

The meeting was opened by lawyer Jakob Wijkander on behalf of the Board.

§ 2 Election of chairman of the meeting

The meeting resolved to elect lawyer Jakob Wijkander as chairman of the meeting. It was noted that Bo Tarras-Wahlberg was assigned to keep the minutes of the meeting.

The meeting approved the presence of certain non-shareholders at the meeting.

§ 3 Preparation and approval of the voting list

A list of the shareholders, representatives and assistants present at the meeting was drawn up by Euroclear Sweden AB on behalf of the company, based on the annual general meeting's register of shareholders, shareholders having given notice of participation and being present at the meeting venue, and postal votes received, Appendix 1. The list was approved as voting list at the meeting.

§ 4 Election of persons to approve the minutes

Per Sandberg, representing Sandberg Development AB, and Arne Lööv, representing the Fourth Swedish National Pension Fund, were appointed to approve the minutes together with the chairman.

§ 5 Determination of compliance with the rules of convening the meeting

It was informed that a notice convening the meeting had been published in the Swedish Official Gazette (*Sw: Post- och Inrikes Tidningar*) on 29 April 2026 and had been available on the company's website since 24 April 2026, and that advertisement regarding the convening notice had been published in Svenska Dagbladet on 29 April 2026. The meeting was declared to be duly convened.

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§ 6 Approval of the agenda

The meeting resolved to approve the agenda according to the proposal in the notice convening the meeting.

§ 7 The CEO's report

Fredrik Tiberg, CEO of the company, reported on the financial year 2025.

The shareholders were given the opportunity to ask questions.

§ 8 Presentation of a) the annual report and auditor's report as well as the group annual report and group auditor's report, and b) the statement by the auditor on the compliance of the applicable guidelines for remuneration to senior executives

It was informed that the annual report of the company and the group, together with the balance sheet and the income statement as well as the auditor's report and the group auditor's report for the financial year 2025, had been available to the shareholders at the company and on the company's website since 29 April 2026, had been distributed to all shareholders on request and was also available at the meeting. It was informed that the same has applied for the statement by the auditor on the compliance with the applicable guidelines for remuneration to senior executives and the Board's remuneration report under item 13 on the agenda.

Further, it was informed that the Board's proposals under items 14, 15 and 16 on the agenda and the Board's statement pursuant to Chapter 19, Section 22 of the Swedish Companies Act had been available at the company and on the company's website since 24 April 2026 and distributed to all shareholders on request and that said documents were available at today's meeting.

It was noted that all of the above documents had been duly presented at the meeting.

The authorized public accountant Johan Rönnbäck from Öhrlings PricewaterhouseCoopers AB reported on the accountants' work and the auditor's report and the group auditor's report for the financial year 2025.

§ 9 a Resolution regarding adoption of the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet

The meeting resolved to adopt the presented income statement and the balance sheet and the consolidated income statement and consolidated balance sheet, all as per 31 December 2025.

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§ 9 b Resolution regarding appropriation of the company's earnings in accordance with the adopted balance sheet

It was informed that the Board's complete proposal for appropriation of the company's earnings is presented in the annual report. The meeting resolved that no dividend is to be distributed for the financial year 2025 and that the funds at the disposal of the meeting of KSEK 3,931,206 should be carried forward.

§ 9 c Resolution regarding discharge from liability in relation to the company for the Board members and the CEO

The meeting resolved that the members of the Board and the CEO should be discharged from liability for the financial year 2025. It was noted that the members of the Board and the CEO, who were registered in the voting list, did not participate in the decision regarding discharge from liability in relation to themselves.

§ 10 Establishment of the number of Board members and the number of auditors

The Chairman of the Nomination Committee, Per Sandberg, reported on the Nomination Committee's proposals under items 10–12 as well as the functions and the work of the Nomination Committee ahead of the annual general meeting 2026.

The meeting resolved, in accordance with the proposal of the Nomination Committee, that the number of Board members shall be eight, with no deputy members, and that a registered accounting firm shall be the company's auditor.

§ 11 Establishment of fees to the Board members and the auditor

The meeting resolved, in accordance with the proposal of the Nomination Committee, that fees to the Board, including fees for work in the committees, is to be paid with SEK 4,062,500 in total. A fee of SEK 960,000 shall be paid to the chairman and SEK 410,000 to each of the other members elected by the general meeting and not employed by the company. For committee work it was resolved that a remuneration of SEK 190,000 shall be paid to the chairman of the Audit Committee and SEK 80,000 shall be paid to each of the other members of the Audit Committee and that SEK 70,000 shall be paid to the chairman of the Remuneration Committee and SEK 32,500 shall be paid to each of the other members of the Remuneration Committee. For work in the Science and Development Committee, it was resolved that a fee of SEK 110,000 shall be paid to the chairman and SEK 80,000 to each of the other members.

The meeting resolved, in accordance with the proposal of the Nomination Committee, that fees to the auditor shall be paid as per approved invoice.

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## § 12 Election of Board members and auditor

The chairman informed that the Board members proposed for re-election and their assignments in other companies are presented in the annual report and on the company's website.

The meeting resolved, in accordance with the Nomination Committee's proposal, to re-elect the Board members Per Olof Wallström, Hege Hellström, Jakob Lindberg, Stefan Persson, Erika Söderberg Johnsson, Fredrik Tiberg, Elisabeth Björk and Robert McQuade. Further, Per Olof Wallström was re-elected as chairman of the Board.

The meeting resolved, in accordance with the Nomination Committee's proposal, to elect Öhrlings PricewaterhouseCoopers AB as auditor for the company. It was noted that Öhrlings PricewaterhouseCoopers AB had informed the company that the authorized public accountant Johan Rönnbäck will be auditor in charge.

## § 13 Resolution on approval of remuneration report

The meeting resolved to approve the Board's remuneration report pursuant to Chapter 8, Section 53 a of the Swedish Companies Act.

## § 14 Resolution on authorization for the Board to resolve on issues of new shares and convertibles

The chairman accounted for the main contents of the Board's proposal on authorization for the Board to resolve on issue of new shares and convertibles in accordance with Appendix 2. The shareholders were given the opportunity to ask questions.

The chairman informed that the resolution must be approved by shareholders representing at least two thirds of the votes cast and the shares represented at the meeting.

The meeting resolved in accordance with the proposal of the Board. It was noted that shareholders with a total holding approximately 5.7 percent of the shares and votes at the meeting, by postal vote or otherwise, have notified that they abstain or vote against the proposal, and that the resolution with these shares and votes noted has been adopted with the required majority.

## § 15 Resolution on authorization for the Board to resolve on acquisition and transfer of the company's own shares

The chairman accounted for the main contents of the Board's proposal on authorization for the Board to resolve on acquisition and transfer of the company's own shares in accordance with Appendix 3. The shareholders were given the opportunity to ask questions.

The chairman informed that the resolution must be approved by shareholders representing at least two thirds of the votes cast and the shares represented at the meeting.

The meeting resolved in accordance with the proposal of the Board. It was noted that shareholders with a total holding less than 0.5 percent of the shares and votes at the meeting, by postal vote or otherwise, have notified that they abstain or vote against the proposal, and that the resolution with these shares and votes noted has been adopted with the required majority.

§ 16 Resolution on the implementation of a Performance Share Plan 2026/2029 and delivery arrangements in respect thereof

The chairman accounted for the main contents of the Board's proposal on the implementation of a Performance Share Plan and delivery arrangements in respect thereof in accordance with Appendix 4. The shareholders were given the opportunity to ask questions.

The meeting resolved on the implementation of a Performance Share Plan in accordance with item A in the Board's proposal.

The meeting further resolved on delivery arrangements in respect of the program in accordance with item B.1 in the Board's proposal. It was noted that shareholders with a total holding less than 0.5 percent of the shares and votes at the meeting, by postal vote or otherwise, have notified that they abstain or vote against the proposal, and that the resolution with these shares and votes noted has been adopted with the required majority.

§ 17 Closing of the meeting

The chairman closed the meeting.

Minutes kept by:

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Bo Tarras-Wahlberg

Approved:

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Jakob Wijkander

\_\_\_\_\_  
Per Sandberg

\_\_\_\_\_  
Arne Lööw



*The English text is a translation of the Swedish original version. In the event of a conflict between the English and the Swedish texts the Swedish text shall prevail.*

### **Proposal by the Board of Directors on authorization for the Board of Directors to resolve on issues of new shares and convertibles**

The Board of Directors proposes that the annual general meeting resolves to authorize the Board of Directors to resolve on issues of new shares and convertibles in the company in accordance with the following conditions:

1. The authorization may be exercised on one or several occasions up to the annual general meeting 2027.
2. Issues may be made of such number of new shares that corresponds to a maximum of 10 % of the company's share capital at the time the authorization is exercised for the first time, and such number of convertibles that corresponds to a maximum of 10 % of the company's share capital at the time the authorization is exercised for the first time.
3. An issue may be made with or without deviation from the shareholders' preferential right.
4. An issue may be made against cash payment, by set-off or by contribution in kind.
5. The issue price shall, in the case of deviation from the shareholders' preferential right, be determined in accordance with market practice. The Board of Directors shall be entitled to determine other terms of the issue.

The purpose of the above authorization and the reason for the deviation from the shareholders' preferential right is to enable licensing or investments in the development of product candidates, approved medicines and/or supplementary technologies, to carry out or finance, fully or partly, acquisitions of companies, product candidates or development projects, to strengthen the company's capital base and/or to broaden the company's ownership base.

The Board of Directors, or anyone appointed by the Board of Directors, shall be authorized to make such minor adjustments of the resolution of the general meeting that may be necessary in connection with registration with the Swedish Companies Registration Office.

#### **Majority requirement**

Under the Swedish Companies Act, the resolution of the general meeting on authorization for the Board of Directors to resolve on issues of new shares and convertibles requires the approval of shareholders representing at least two-thirds of both the number of votes cast and the shares represented at the meeting in order to be valid.

Lund in April 2026  
THE BOARD OF DIRECTORS IN CAMURUS AB (PUBL)



*The English text is a translation of the Swedish original version. In the event of a conflict between the English and the Swedish texts the Swedish text shall prevail.*

### **Proposal by the Board of Directors on authorization for the Board of Directors to resolve on acquisition and transfer of the company's own shares**

The Board of Directors proposes that the annual general meeting resolves to authorize the Board of Directors to, on one or several occasions up to the next annual general meeting, resolve on acquisition and transfer of the company's own shares on the following conditions.

#### **A. Authorization on acquisition of own shares**

1. Acquisition may take place on Nasdaq Stockholm and in accordance with the Nasdaq Stockholm Main Market Rulebook for Issuers of Shares.
2. Acquisition may be made of such number of shares that the company's holding of own shares does not at any time exceed two (2) % of the total number of shares in the company, excluding the company's holding of own shares for the purpose of securing the company's commitments under the Performance Share Plans 2024/2027, 2025/2028 and 2026/2029.
3. Acquisition shall be made in compliance with the price restrictions set out in the Nasdaq Stockholm Rulebook for Issuers on the Main Market, which, inter alia, stipulates that shares may not be repurchased at a price higher than the higher of the price of the last independent trade and the highest current independent purchase bid on the trading venue where the repurchase is carried out. Acquisition may not be made at a price lower than the lowest price at which an independent acquisition may be carried out.
4. Payment of acquired shares shall be made in cash.

The purpose of the proposed authorization is to enable the financing or payment of possible future company acquisitions. Repurchased shares may also be used for delivery of shares to the participants in the Performance Share Plans 2024/2027, 2025/2028 and 2026/2029 and to secure any payments of future social security charges related to the respective Performance Share Plan, whereby repurchased shares may be transferred in accordance with transfer resolution under the respective Performance Share Plan.

The Board of Directors shall be entitled to resolve on other terms and conditions for the acquisition of own shares. The Board of Directors, or the person appointed by the Board of Directors, is authorized to make such minor adjustments in the above proposal that may prove to be necessary in connection with execution of the Board of Directors' resolution on acquisition of own shares.

## **B. Authorization on transfer of own shares**

1. Transfer may take place on one or several occasions up to the next annual general meeting.
2. Transfer may be made of maximum the number of shares that corresponds to the company's existing holding of own shares at the time of transfer.
3. Transfer may be made with deviation from the shareholders' preferential right.
4. Transfer may be made as payment of the total or part of the purchase price at an acquisition of a company or business or part of a company or business, where the consideration shall be equivalent to the estimated market value of the share at the time of the Board of Directors' decision on transfer. On such transfer, payment may be made in cash, by assets contributed in kind or by set-off of a claim against the company.
5. Transfer may also be made against cash payment by sale on Nasdaq Stockholm at a price which falls within the prevailing price interval registered at each point in time (i.e. in the interval between the highest purchase price and the lowest selling price).

The Board of Directors shall be entitled to resolve on other terms and conditions for the transfer of own shares. The Board of Directors, or the person appointed by the Board of Directors, is authorized to make such minor adjustments in the above proposal that may prove to be necessary in connection with execution of the Board of Directors' resolution on transfer of own shares.

The purpose of the proposed authorization and the reason for deviation from the shareholders' preferential right is to enable the financing or payment of possible future company acquisitions.

### **Majority requirement**

Under the Swedish Companies Act, the resolution of the general meeting to authorize the Board of Directors to resolve on acquisition and transfer of own shares, requires the approval of shareholders representing at least two-thirds of both the number of votes cast and the shares represented at the meeting in order to be valid.

Lund in April 2026

THE BOARD OF DIRECTORS IN CAMURUS AB (PUBL)



## **CAMURUS AB (PUBL)**

### **Proposal by the Board of Directors on the implementation of a Performance Share Plan 2026/2029 in accordance with A and delivery arrangements in respect thereof in accordance with B.1 or B.2**

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The Board of Directors of Camurus AB ("**Camurus**") proposes that the 2026 annual general meeting ("**AGM**") resolve on the implementation of a Performance Share Plan 2026/2029 (the "**PSP**"), giving all employees of the Camurus group the opportunity of becoming shareholders in Camurus. In order to secure the obligations of Camurus to deliver shares to participants under the PSP, the Board of Directors further proposes that the AGM resolve on delivery arrangements. The Board of Directors' proposal for the PSP is set out in A. below, and the proposal for the delivery arrangements is set out in B. below.

#### **A. Proposal on the implementation of the Performance Share Plan 2026/2029**

##### **Background and reasons**

Since 2016, the AGM of Camurus has resolved on annually recurring incentive programs based on subscription warrants and since 2021 employee stock options. Ahead of the 2024 AGM, the Board of Directors conducted an evaluation and decided to propose the establishment of a Performance Share Plan for all employees in the Camurus group. The Board's proposal for the PSP essentially corresponds to the structure of the Performance Share Plans adopted by the 2024 and 2025 AGMs.

The Board of Directors believes that the introduction of an all-employee Performance Share Plan that rewards the delivery of Camurus' key strategic objectives and shareholder value creation is important to motivate, attract and retain Camurus employees during the next phase of growth in Sweden and internationally. The PSP is designed to strengthen the alignment of interests of the group's employees with those of the shareholders and thus encourage long-term commitment to and employee shareholding in the Camurus group.

As the Board of Directors believes that a long-term share ownership is an important way to create alignment of interests between the executive group management and Camurus' shareholders, the executive group management of Camurus will be subject to a shareholding requirement which obligate them to retain a portion of any gross shares delivered under the PSP and any subsequent performance share program.

The Board of Directors' intention is that the structure of the PSP should be long-term and recurring. Accordingly, the Board of Directors intends to propose forthcoming AGMs to approve similar incentive programs.

### Terms and conditions for the PSP

- i. It is proposed that the PSP shall comprise all employees in the Camurus group, currently approximately 308 employees (jointly, the "**Participants**").
- ii. The PSP shall comprise a maximum of 570,000 shares in Camurus, of which 456,000 can be allocated to Participants (the "**Performance Shares**"). The remaining 114,000 shares in Camurus are such shares that may be transferred by Camurus in order to cover the cash flow effects associated with the PSP, primarily social security charges.
- iii. Subject to satisfaction of the conditions set out below, the Participants will be entitled to allocation of Performance Shares free of charge, from Camurus or from a designated third party, after the expiration of a three-year vesting period (subject to certain exemptions) starting on the date Camurus grants the PSP Awards (as defined below) to the Participants (the "**Vesting Period**").
- iv. The number of Performance Shares that may be allocated to the Participants after the expiration of the Vesting Period will be established according to the following. Each Participant will at commencement of the Vesting Period, free of charge, receive a conditional award of Performance Shares (a "**PSP Award**"). The PSP Award will amount to the number of Performance Shares that corresponds to the value (the "**PSP Award Value**") per Participant as set out in the table below.

Category (current number of Participants per level)	Maximum PSP Award Value per Participant (SEK)
a) CEO	6,250,000
b) CFO, CCO and President US	2,500,000
c) Other senior executives (9 persons)	925,000
d) General Managers and Senior Directors with P&L responsibility (8 persons)	725,000
e) Senior Directors and Directors (37 persons)	487,500
f) Specialists, sales, marketing and medical functions and other employees (250 persons)	250,000

- v. The share price used to calculate the number of underlying Performance Shares that each PSP Award entitles to shall be the volume-weighted average price paid ("**VWAP**") for the Camurus share on Nasdaq Stockholm during the six trading days between 19-26 May

2026. When calculating the number of Performance Shares, rounding off shall be made to the closest whole number of Performance Shares.

- vi. Allocation of the PSP Awards is expected to take place shortly after the 2026 AGM. For subsequent new employees of the Camurus group, allocation of PSP Awards can be made until the company's 2027 AGM. For such new employees, allocation shall be made in accordance with the allocation principles in the table above, except that the value of the PSP Awards for new employees with a start date after 31 May 2026 shall be reduced by 1/12 for each full calendar month that has elapsed thereafter at the time the employment commences.
- vii. The Vesting Period for any future employees who are offered participation in the PSP will be shorter than three years, which is motivated by the Board of Directors' ambition to be able to offer competitive remuneration to attract employees both in Sweden and internationally and the Board of Directors' assessment that it is important for the company that future employees are given the opportunity to take part in a value growth in Camurus' share from the start of the employment.
- viii. Dependent on the achievement of the performance conditions in ix. below, the number of Performance Shares allocated to the Participants after expiration of the Vesting Period may amount to between 0% and 200% of the PSP Award. Should there be a decline in the price of the Camurus share, between the time of this proposal and the measurement period specified in item v. above, such that the number of Performance Shares that the PSP Award entitles to, exceeds the aggregated maximum number of Performance Shares for the PSP as a whole set out in item ii. above, the number of Performance Shares that each PSP Award entitles to will be reduced proportionately.
- ix. The allocation of Performance Shares is subject to the achievement of performance conditions relating to (a) absolute cumulative TSR<sup>1</sup> increase between the 2026 AGM and 2029 AGM, which is weighted 40%, (b) Camurus' revenue growth, where the revenue (as reported) for the financial year 2025 is compared to the revenue (as reported) for the financial year 2028, which is weighted 30%, and (c) pipeline progress during the financial years 2026-2028, which is weighted 30%, ((a) to (c) jointly, the "**Performance Conditions**").

The Performance Conditions include a minimum level which must be exceeded in order for any Performance Shares at all to be allocated, a target level, and a maximum level in excess of which no additional Performance Shares will be allocated. Should the minimum level be exceeded, a proportionate number of Performance Shares will be allocated between the minimum level and target level and should the target level be exceeded, a

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<sup>1</sup> Total Shareholder Return, where the initial share value is calculated as the VWAP during the six trading days between 19-26 May 2026 and the ending share value is calculated as the VWAP during the six trading days immediately preceding the annual general meeting 2029, added with any dividends distributed during the period.

proportionate number of Performance Shares will be allocated between the target level and the maximum level.

The minimum, target and maximum levels for Performance Condition (a) are set out below, where the fulfilment of the TSR Performance Condition will be measured on the basis of the required cumulative TSR increase over three years.

<b>Performance level</b>	Minimum	Target	Maximum
<b>Required cumulative TSR increase, 3 years</b>	10%	24%	60%
<b>Outcome, % of target</b>	<b>0%</b>	<b>100%</b>	<b>200%</b>

The minimum, target and maximum levels for Performance Conditions (b) and (c) will be set by the Board of Directors prior to commencement of the PSP. These targets are considered commercially sensitive and will be disclosed retrospectively. Information about the minimum, target and maximum levels for (b) and (c), as well as the outcome of each of the Performance Conditions above, will be provided in the annual report for the financial year 2029.

- x. Allocation of Performance Shares is, subject to the below, conditional upon the Participant retaining employment within the Camurus group over the entire Vesting Period, unless so called good leaver rules apply. The allocation of Performance Shares to a good leaver will be proportionately adjusted for time served during the Vesting Period and the extent to which the Performance Conditions have been achieved by the time the employment terminated.
- xi. The number of Performance Shares shall be subject to recalculation in the event of any intervening bonus issue, split, reverse split, rights issue, and/or other similar corporate actions. The same shall apply for the distribution of a dividend (or distribution of other assets). In the event of a share split, reverse share split, a merger with or into another company or a demerger of the company, the TSR scale shall be subject to adjustment.
- xii. The Board of Directors shall be entitled to make adjustments to the terms of the PSP, if it so deems appropriate, should changes occur in the company or its operating environment that would entail that the terms and conditions of the PSP are no longer appropriate or in line with the original purpose. Any such adjustments shall only be made in order to fulfil the main objectives of the PSP.
- xiii. The Board of Directors shall be entitled to reduce the number of Performance Shares that are subject to allocation or, wholly or partially, terminate the PSP in advance if significant changes in the group or in the market occur which, in the opinion of the Board of

Directors, would result in a situation where the conditions for allocation of Performance Shares become unreasonable. In the event that allocation of Performance Shares has been made based on misstated information, or if actions have been taken by a Participant which could result in material damage to the group's reputation, the Board of Directors may decide to reclaim whole or a part of the allocated Performance Shares for such Participant.

- xiv. The members of the executive group management of Camurus (allocation categories (a)-(c)) shall be obligated to retain 25% of the gross shares allocated to them under the PSP until their total shareholding in Camurus as a result of participation in the PSP or any subsequent performance share program reaches a value corresponding to 50% of their respective annual gross base salary.
- xv. Participation in the PSP presupposes that such participation is legally possible in the various jurisdictions concerned and that the administrative costs and financial efforts are reasonable in the opinion of the Board of Directors. The Board of Directors shall be entitled to make such local adjustments of the PSP that may be necessary or appropriate to implement it with reasonable administrative costs and financial efforts in the concerned jurisdictions, including, among other things, to offer cash settlement.
- xvi. The Board of Directors shall be responsible for the further design and administration of the PSP within the framework of the above stated main terms and conditions.

#### **Estimated costs, effects on key ratios and dilution**

The costs for the PSP, which will impact the income statement, are calculated according to the accounting standard IFRS 2 and distributed over the Vesting Period. Based on a share price of SEK 503.5 at grant of the PSP Award, the total effect of the PSP on the income statement, including social security charges, is estimated to range between SEK 62.8-103.1 million, depending on the achievement of the Performance Conditions for the PSP (target to maximum level), distributed over the years 2026-2029.

The estimated annual costs of between SEK 20.9-34.4 million correspond to approximately 4.2-6.9% of the group's total employee costs for the financial year 2025.

Assuming full allocation of Performance Shares, the maximum number of shares under the PSP amounts to 456,000 shares in Camurus, corresponding to a dilution effect of approximately 0.7% of the number of shares and votes. Aggregated with the 114,000 shares that may be transferred in order to cover the cash flow effects associated with the PSP, primarily social security charges, the maximum dilution effect of the PSP amounts to approximately 0.9% of the number of shares and votes.

The Performance Share Plans adopted by the 2024 and 2025 AGMs (PSP 2024/2027 and PSP 2025/2028, respectively) involved the issuance of 240,000 series C shares, under each respective program, which were subsequently converted into common shares. In addition, the company has an ongoing employee stock option program (ESOP 2023/2026). The total maximum future

dilution as a result of ESOP 2023/2026 amounts to less than 0.1% of the number of shares and votes.<sup>2</sup>

### **Preparation of the proposal**

The PSP has been initiated by the Board of Directors and prepared in consultation with external advisors, taking into account market practice for multinational biopharmaceutical companies along with corporate governance best practice requirements. The PSP has been processed and discussed at Board meetings in 2026.

### **B. Delivery arrangements**

The Board of Directors has considered different methods for delivery of shares under the PSP to the Participants. For this purpose, the Board of Directors proposes that the AGM i) resolves on a directed issue of redeemable and convertible series C shares, and ii) authorize the Board of Directors to resolve on the repurchase of all issued redeemable and convertible series C shares.

Following conversion to common shares in Camurus, the shares are intended to be transferred to the Participants as well as transferred on a regulated market in order to cover the cash flow effects associated with the PSP, primarily social security charges. For this purpose, the Board of Directors further proposes that the AGM iii) resolves on transfer of own common shares free of charge to the Participants.

Should the majority required for the resolutions in B.1.I-III below not be reached, the Board of Directors proposes that Camurus shall be able to enter into an equity swap agreement with a third party in accordance with B.2 below.

The detailed conditions for the Board of Directors' proposal are set out below.

## **1. Resolution on a directed issue of redeemable and convertible series C shares, authorization for the Board of Directors to resolve on the repurchase of all issued series C shares and resolution on transfer of own common shares to the Participants**

### **I. Resolution on a directed issue of redeemable and convertible series C shares**

The issue shall be effected on the following terms and conditions:

- a) The maximum number of series C shares to be issued shall amount to 570,000 and the share capital shall be increased by a maximum of SEK 14,250.
- b) With deviation from the shareholders' preferential rights, the new shares shall be subscribed for only by an external party who has been informed in advance.

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<sup>2</sup> Calculated on the basis of the number of employee stock options allocated and the number of subscription warrants issued to cover associated costs (such as social security charges) in accordance with the terms and conditions of each program. For further information, please refer to item *D. Other* below.

- c) The price to be paid for each new share shall correspond to the share's quota value at the time of subscription.
- d) The new shares shall be subscribed for during the period 28 May – 27 November 2026. Oversubscription is not permitted.
- e) Payment for shares subscribed for shall be effected at subscription of the shares.
- f) The new shares shall not be entitled to any dividend.
- g) The new series C shares shall be subject to restrictions as set forth in Chapter 4, Section 6 (conversion provision) and Chapter 20, Section 31 (redemption provision) of the Swedish Companies Act (SFS 2005:551).

The purpose of the resolution is to secure the undertakings of Camurus according to the PSP and to cover the cash flow effects associated with the PSP, primarily social security charges.

## **II. Authorization for the Board of Directors to resolve on the repurchase of all issued redeemable and convertible series C shares in Camurus**

The Board of Directors shall be authorized to resolve on the repurchase of all issued redeemable and convertible series C shares in Camurus on the following terms and conditions:

- a) Repurchase may be made through a public offer directed to all holders of series C shares in Camurus.
- b) The authorisation may be exercised on one or several occasions until the 2027 AGM.
- c) The maximum number of series C shares to be repurchased shall amount to 570,000.
- d) Repurchase shall be made at a price per share of minimum the quota value applicable at the time of the subscription of shares according to Section B.1.I above and maximum SEK 0.21.
- e) Payment of repurchased shares shall be made in cash.
- f) The Board of Directors shall be authorized to resolve on additional terms and conditions for the repurchase.
- g) Repurchase may also be made of a so-called interim share, designated by Euroclear Sweden AB as a "paid subscription share" (Sw. *Betald Tecknad Aktie* or *BTA*), relating to a series C share.

The purpose of the authorization is to secure the undertakings of Camurus according to the PSP and to cover the cash flow effects associated with the PSP, primarily social security charges.

### **III. Resolution on transfer of own common shares to the Participants**

Transfers of Camurus' own common shares to the Participants may be made on the following terms and conditions:

- a) A maximum of 456,000 common shares in Camurus may be transferred free of charge to the Participants.
- b) Right to acquire common shares in Camurus free of charge shall – with deviation from the shareholders' preferential rights – be granted to each such person within the Camurus group who is a Participant.
- c) Transfers of common shares in Camurus shall be made free of charge at the time and on the other terms that the Participants are entitled to be allocated Performance Shares.
- d) The number of common shares in Camurus that may be transferred under the PSP shall be subject to recalculation in the event of any intervening bonus issue, split, reverse split, rights issue and/or other similar corporate actions.

As the PSP, in principle, is not expected to give rise to any initial social security payments for Camurus (and as a resolution on an authorization for the Board of Directors to resolve on transfer of the company's own shares is valid only until the next AGM), the Board of Directors has decided not to propose to the 2026 AGM to resolve on an authorization for the Board of Directors to resolve on transfer of the company's own common shares on a regulated market in order to cover such payments. However, prior to any transfer of Camurus shares to the Participants, the Board of Directors intends to propose to a later general meeting to resolve on an authorization for the Board of Directors to resolve on transfer of the company's own common shares on a regulated market in order to cover such costs.

### **IV. Reasons for deviation from the shareholders' preferential rights etc.**

The reason for deviation from the shareholders' preferential rights is Camurus' wish to implement the proposed PSP. Therefore, and in light of the above stated, the Board of Directors considers it to be advantageous for Camurus and the shareholders that the Participants are invited to become shareholders in Camurus.

In order to minimize Camurus' costs for the PSP, the subscription price shall equal the share's quota value.

#### **2. Equity swap agreement with a third party**

The Board of Directors proposes that the AGM, should the majority required under items B.1.I-III above not be reached, resolve that the expected financial exposure resulting from the PSP may be hedged by Camurus being able to enter into an equity swap agreement with a third party on terms in accordance with market practice, whereby the third party, against a fee and in its own name, shall be entitled to acquire and transfer shares in Camurus to the Participants in accordance with the terms and conditions of the PSP.

**C. Majority requirements, etc.**

The AGM's resolution on the implementation of the PSP according to item A above, is conditional on the AGM resolving in accordance with either of the Board of Directors' proposals under item B.1 or B.2 above. The proposals under items B.1.I-III are conditional upon each other and shall therefore be adopted as one resolution.

The AGM's resolution according to item A above requires a simple majority of the votes cast. A valid resolution under item B.1 above requires that shareholders representing not less than nine-tenths of the votes cast as well as of the shares represented at the AGM approve the resolution. A valid resolution under item B.2 above requires a simple majority of the votes cast.

**D. Other**

For a description of Camurus' other on-going long-term incentive programs, reference is made to Camurus' annual report for 2025, note 25, which will be available no later than 29 April 2026, and the company's website, [www.camurus.com](http://www.camurus.com). No other long-term incentive programs than those described herein or in the annual report for 2025, note 25 have been implemented in Camurus.

A reasoned statement of the Board of Directors pursuant to Chapter 19, Section 22 of the Swedish Companies Act has been prepared.

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Lund in April 2026  
THE BOARD OF DIRECTORS OF CAMURUS AB (PUBL)