

The Nomination Committee's proposal to the annual general meeting 2026 in Camurus AB (publ)

In accordance with the principles adopted by the annual general meeting of Camurus AB (the "**Company**") 2016, the chairman of the Board contacted, during the fall 2025, the three largest shareholders as per 31 August 2025, to form a Nomination Committee to prepare matters for the annual general meeting 2026.

The Nomination Committee has had the following composition:

Per Sandberg, appointed by Sandberg Development AB,
Arne Lööv, appointed by the Fourth Swedish National Pension Fund,
Oscar Bergman, appointed by Swedbank Robur Fonder, and
Per Olof Wallström, chairman of the Board.

Per Sandberg was elected chairman of the Nomination Committee. Together, the members of the Nomination Committee represent approximately 39 per cent of the votes in the Company.

In preparation of the annual general meeting 2026, the Nomination Committee has held four formal meetings and maintained ongoing communications in between. These meetings and consultations have mainly focused on evaluating the current Board's performance, discussing its composition and size, assessing potential new Board members, and deliberating on Board remuneration. An important starting point has been ensuring that the Board's composition shall meet the requirements of Camurus' operations, including industry experience and expertise, and best support the Company's development and continued global expansion.

As in previous years, the Nomination Committee has endeavored to ensure an appropriate composition, featuring a diverse range of skills, experience, and backgrounds among the proposed board members, while also promoting gender balance. In addition to having considered the evaluation of the board work that the Board has commissioned and the interviews that have been conducted with all Board members, the Nomination Committee has considered reports on the Company's operations, objectives and strategies from the chairman of the Board and from the CEO.

The Nomination Committee's proposal for Board of Directors

After having established a commercial infrastructure and successfully launched the Company's in-house developed long-acting treatment of opioid dependence, Buvidal®, Camurus has entered a new growth phase. This phase involves increasing market share and expanding into new markets, including the USA. Additionally, the Company has a broad and diversified pipeline of several innovative product candidates in clinical development, ranging from early stages to registration. To strengthen the Company's leading position within

opioid dependence treatment, advance the development of prioritized product candidates, including CAM2029, towards a global market, and reach the Company's ambitious operational and financial goals, it is the Nomination Committee's view that the Board has the expertise currently needed to ensure the Company's continued growth and fulfilment of long-term strategic goals.

Camurus has been planning for succession of the chairman position. The Nomination Committee will propose re-election of Per Olof Wallström, who has agreed to extend his tenure for an additional year. The succession planning continues, and the intention is that a new chairman will be proposed at the annual general meeting 2027.

Unanimously, the Nomination Committee proposes to the annual general meeting 2026:

- that the Board of Directors shall consist of eight members, without deputy members,
- re-election of Hege Hellström, Erika Söderberg Johnsson, Jakob Lindberg, Fredrik Tiberg, Stefan Persson, Elisabeth Björk, Robert McQuade, and Per Olof Wallström,
- that Per Olof Wallström is re-elected as chairman of the Board.

The Company's shareholders have been informed that it has been possible to submit proposals to the Nomination Committee no later than 20 February 2026. The Nomination Committee has not received any such proposals.

The Nomination Committee's reasoned statement

The Board's composition. The Board's own evaluation of its work shows a professional and committed board work. The Nomination Committee's discussions with individual Board members confirm this view. Collectively, the Board members possess a wide range of knowledge and experience from various sectors of the pharmaceutical industry and business development, as well as a broad base and experience in entrepreneurship, corporate development, sustainability and financial strategy on the international market.

The Nomination Committee has, as in previous years, paid special attention to matters of diversity. The Swedish Code of Corporate Governance requires that the Nomination Committee applies a diversity policy and the Nomination Committee has, as well as previously, chosen to apply section 4.1 of the Swedish Code of Corporate Governance as diversity policy, which states that the Board shall be characterised by a breadth of qualifications, experience and background, and that the Nomination Committee shall strive for an equal gender distribution.

The Nomination Committee's conclusion is that the proposed Board meets the requirements of diversity in terms of experience, qualifications and background.

According to the target that the Swedish Corporate Governance Board has expressed, at least 40 per cent shall consist of the least represented gender. Of the nominated members, three are women, and five are men, and the Nomination Committee thus concludes that the gender distribution in the proposed Board is currently slightly below the Company's long-term target and that this will be considered in the future.

The Nomination Committee considers that the proposed composition of the Board meets the requirements set out in the Swedish Code of Corporate Governance regarding the members independence. According to the Nomination Committee's assessment, the Board members Hege Hellstrøm, Jakob Lindberg, Elisabeth Björk, Robert McQuade, Per Olof Wallström, and Erika Söderberg Johnsson are to be considered as independent in relation to the Company, the management and the major shareholders. Stefan Persson is independent in relation to the Company and the management but not in relation to major shareholders. The Company's CEO Fredrik Tiberg is independent in relation to the major shareholders but not in relation to the Company and the management.

Fees. The Nomination Committee has carried out an analysis of the Company's Board fees and remuneration for committee work and compared the levels with those of comparable companies. According to the Nomination Committee, the outcome of the analysis justifies an increase of said fees and remuneration. The Nomination Committee proposes that fees to the Board, including fees for committee work, shall be paid with a total of SEK 4,062,500 (3,715,000), with the distribution set out in the proposal below.

The Nomination Committee's other proposals for the annual general meeting 2026

Unanimously, the Nomination Committee has decided to propose the annual general meeting 2026 the following:

- lawyer Jakob Wijkander, Mannheimer Swartling Advokatbyrå, is elected **chairman of the meeting**.
- **fees to the Board** is paid with SEK 960,000 (875,000) to the chairman of the Board and SEK 410,000 (375,000) to members of the Board who are not employed by the Company. For work in the Audit Committee, it is proposed that a fee of SEK 190,000 (175,000) shall be paid to the chairman and a fee of SEK 80,000 (75,000) shall be paid to each other member. For work in the Remuneration Committee, it is proposed that a fee of SEK 70,000 (60,000) shall be paid to the chairman and a fee of SEK 32,500 (30,000) shall be paid to each other member. For work in the Science and Development Committee, it is proposed that a fee of SEK 110,000 (100,000) shall be paid to the chairman and a fee of SEK 80,000 (75,000) shall be paid to each other member.

- **as auditor**, the auditing firm Öhrlings PricewaterhouseCoopers AB is re-elected, with responsible auditor Johan Rönnbäck, in accordance with the recommendation by the Audit Committee.
- **fees to the auditor** is paid as per approved invoice.

Lund in April 2026

THE NOMINATION COMMITTEE IN CAMURUS AB (PUBL)