

The English text is an unofficial translation. In case of any discrepancies between the Swedish text and the English translation, the Swedish text shall prevail.

REMUNERATION REPORT 2025

INTRODUCTION

This report describes how the guidelines for executive remuneration of Ascelia Pharma AB (“Ascelia Pharma”), adopted by the Annual General Meeting 2022, were implemented in 2025. The report also provides information on remuneration to the CEO and a summary of the company’s outstanding share-related incentive programs. The report has been prepared in accordance with the Swedish Companies Act and the Remuneration Rules issued by the Swedish Stock Market Self-Regulation Committee.

Further information on executive remuneration is available in note 7 (Employees and remuneration) on pages 66-70 in the Annual Report for 2025. Information on the work of the remuneration committee in 2025 is set out in the corporate governance report available on pages 41-47 in the Annual Report for 2025.

Remuneration of the Board of Directors is not covered by this report. Such remuneration is resolved annually by the Annual General Meeting and disclosed in note 7 on page 67 in the Annual Report for 2025.

KEY DEVELOPMENTS 2025

The CEO summarizes the company’s overall performance in his statement on pages 4-5 in the Annual Report for 2025.

THE COMPANY’S REMUNERATION GUIDELINES: SCOPE, PURPOSE AND DEVIATIONS

A prerequisite for the successful implementation of the company’s business strategy and safeguarding of its long-term interests, including its sustainability, is that the company can recruit and retain highly competent senior executives with a capacity to achieve set goals. To this end, the company must offer competitive remuneration in market terms. The company’s remuneration guidelines enable the company to offer senior executives a competitive total remuneration.

Under the remuneration guidelines, executive remuneration shall be in market terms and may consist of the following components: fixed cash salary, variable cash remuneration, pension benefits and other benefits. The variable cash remuneration shall be linked to financial and/or non- financial criteria. They may be individualized, quantitative or qualitative objectives. The criteria shall be designed to contribute to the company’s business strategy and long-term interests, including its sustainability, by for example being clearly linked to the business strategy or promoting the senior executive’s long-term development.

The guidelines are found on pages 44-45 in the Annual Report for 2025. During 2025, the company has complied with the applicable remuneration guidelines adopted by the general meeting. No deviations from the guidelines have been decided and no derogations from the procedure for implementation of the guidelines have been made. The auditor’s report regarding the company’s compliance with the guidelines is available on <https://www.ascelia.com/corporate-governance/general-meeting/>. No remuneration has been reclaimed.

In addition to such remuneration covered by the remuneration guidelines, the general meetings of the company have resolved to implement long-term share-related incentive programs.

Table 1 – Total remuneration of the CEO in 2025 (KSEK)

Name of director (position)	Fixed remuneration		Variable remuneration		Extraordinary items	Pension expense incl. insurance	Total remuneration	Proportion of fixed and variable remuneration
	Base salary	Other benefits	One-year	Multi-year				
	Salary + holiday pay	Company car etc.	Short term variable pay*	Share-related incentive programs**				
Magnus Corfitzen (CEO)	2,303	173	658	65	-	722	3,921	82/18

* Short-term variable remuneration refers to the 2025 target achievement.

**The amount for share-related incentive programs reflects the value of allotted ordinary shares in 2025. The value of unpaid active share-based incentive programs is not included.

SHARE-RELATED AND SHARE PRICE-RELATED INCENTIVE PROGRAMS

Share option programs

The company has one outstanding share option program (the Option Program 2025/2026). In the Option Program 2025/2026, the participants have been granted options free of charge. The options were granted on 25 February 2025, and are subject to a vesting period, which ends on 1 June 2026. The holders may exercise allotted and vested options during the period from 1 June 2026 up to and including 30 June 2026 at an exercise price of SEK 4.06 per share. Vesting is subject to continued employment (service period) during the vesting period. In the Option Program 2025/2026, the participants were initially granted 4,840,000 options free of charge. As per 31 December 2025, the participants held a total of 4,675,000 options. The CEO has been granted 990,000 options free of charge in the Option Program 2025/2026.

Share saving programs

The company has two outstanding share saving programs (LTI 2023 and LTI 2024) offered to all employees. For each acquired ordinary share by the participant ("Saving Shares"), the participant is entitled to receive 1 matching share ("Matching Shares"). In addition, the participant shall have the possibility to receive up to 5 performance shares ("Performance Shares") for each Saving Share. Receipt of both Matching Shares and Performance Shares are conditional upon the fulfilment of the following conditions:

- (a) that the participant has retained all Saving Shares during the period from the expiration of the relevant investment period to the end of the relevant Saving Period (30 September 2026 for LTI 2023 and 30 September 2027 for LTI 2024);
- (b) that the participant has continued to be employed by the company throughout the relevant Saving Period; and
- (c) the receipt of Performance Shares is further conditional upon that the requirement related to the development of the company's share price from the date of the annual general meeting when the programs were decided (4 May 2023 for LTI 2023 and 6 May 2024 for LTI 2024) to the end of the Saving Period.

During 2025, the share saving program LTI 2022 expired. In November 2025, 53,335 Matching Shares, corresponding to an equal number of ordinary shares, were allotted to the participants in LTI 2022, of which 24,975 were allotted to the CEO. The share price targets set for the program were not met, with the result that no Performance Shares were allotted in relation to LTI 2022.

The CEO has invested 31,000 Saving Shares in LTI 2023 and 54,000 Saving Shares in LTI 2024. For the company, in the active programs, 275,370 Saving Shares have been acquired by the participants (96,301 in LTI 2023 and 179,069 in LTI 2024). The recalculation due to the rights issue of units completed during 2024, entitles the holder of Saving Shares to receive 1.11 Matching Shares. The number of shares acquired has been revised in relation to personnel no longer employed.

Table 2 – Share option programs (CEO)

Name of director (position)	The main conditions of share option programs							Information regarding the reported financial year					
	1	2	3	4	5	6	7	Opening balance	During the year		Closing balance		
								8	9	10	11	12	13
Name of program	Service period	Award date	Vesting date	End of retention period	Exercise period	Exercise price of the share and date	Share options held at the beginning of the year	Share options awarded	Share options vested	Share options subject to a performance condition **	Share options awarded and unvested	Share options subject to a retention period	
Magnus Corfitzen (CEO)	2025/2026	2025-2026	2025-02-25	1 Jun 2026	2026-06-01	2026-06-01 – 2026-06-30	4.06 SEK per share	-	990,000*	-	990,000	990,000	-
TOTAL								-	990,000	-	990,000	990,000	-

* The market value of underlying shares at the time of the award is KSEK 3,317 and the aggregated exercise price is KSEK 4,019.

** The performance condition implies that the participant has not terminated the employment as of the date when the vesting occurs.

Table 3 – Share saving programs (CEO)

Name of director (position)	Main conditions					Information regarding the reported financial year					
	Specification of program	Performance period	Award date	Vesting period (Saving Period)	End of retention period	Opening balance	During the year		Closing balance		
						Number of Saving Shares at start of year	Saving Shares acquired	Allotted Matching Shares**	Shares subject to a performance condition***	Shares unvested at year end*	Shares subject to a retention period
Magnus Corfitzen (CEO)	LTI 2022	5 May 2022 - 30 Sep 2025	2022-05-05	May 2022 - Sep 2025	2025-09-30	22,500	-	24,975	-	-	-
	LTI 2023	4 May 2023 - 30 Sep 2026	2023-05-04	May 2023 - Sep 2026	2026-09-30	31,000	-	-	31,000	31,000	-
	LTI 2024	6 May 2024 - 30 Sep 2027	2024-05-06	May 2024 - Sep 2027	2027-09-30	54,000	-	-	54,000	54,000	-
	TOTAL					107,500	-	24,975	85,000	85,000	-

* The total estimated costs throughout the vesting period 2023-2027 for all active share saving programs amount to MSEK 0.7. The calculation of costs is based on the generally accepted modelling technique Monte Carlo for simulation of future share prices.

** In September 2024, the shares in all LTI programs were recalculated due to the rights issue of units completed during 2024 in accordance with the terms of the programs. After recalculation, each saving share entitled to 1.11 Matching Shares. The value of the 24,975 allotted Matching Shares, corresponding to an equal number of ordinary shares, amounts to KSEK 65 in 2025.

*** The performance condition implies that the participant has not terminated the employment as of the date when the vesting occurs.

APPLICATION OF PERFORMANCE CRITERIA

The performance criteria for the CEO's variable remuneration have been selected to support the company's strategy and long-term goals. The performance criteria have been composed of both operational and financial criteria that overall support the long-term strategic direction and value creation of Ascelia Pharma.

Table 4 – Outcome of the CEO's variable remuneration for 2025*

In 2025, the CEO was awarded KSEK 658 in variable remuneration based on fulfilment of performance criteria*. The weighting of each performance criteria and their individual degree of fulfilment are found in the table below.

Performance criteria	Relative weighting	Degree of fulfilment*
Development	35%	73%
Financing and corporate	65%	

* Outcome of the CEO's variable remuneration refers to the 2025 target fulfilment.

COMPARATIVE INFORMATION ON THE CHANGE OF REMUNERATION AND COMPANY PERFORMANCE

Table 5 – Remuneration and company performance in 2025 and 2024

	2025	2024
Remuneration to Magnus Corfitzen, CEO	MSEK 3.9*	MSEK 3.9*
Operating Results for the Group	KSEK -74,374	KSEK -67,766
Share price performance	10%	-12%
Average remuneration on FTE basis of employees of the Group and Ascelia Pharma**	MSEK 1.4	MSEK 1.2

* Of the total remuneration in 2025, around KSEK 65 (KSEK 32) reflects the value of share-related incentive programs.

** Excluding members of the Group executive management.

Malmö in March 2026

The Board of Directors of Ascelia Pharma AB (publ)