



## Press release

### Notice of Annual General Meeting 2026 in BioArctic AB (publ)

**The board of directors of BioArctic AB has resolved to convene an Annual General Meeting of shareholders to be held on Thursday 28 May 2026**

For more information on the content of the proposals, please see the complete notice to the Annual General Meeting below. The notice is expected to be published in the Swedish Official Gazette (Post- och Inrikes Tidningar), and in Svenska Dagbladet and on the company's website within the next few days.

#### **NOTICE OF ANNUAL GENERAL MEETING IN BIOARCTIC AB (PUBL)**

The shareholders in BioArctic AB (publ), corp.reg.no. 556601-2679 ("**BioArctic**") are hereby given notice that the Annual General Meeting will be held on Thursday 28 May 2026, at 4.30 p.m., at Lindhagen Konferens, Lindhagensgatan 126, Stockholm, Sweden. The registration starts at 4.00 p.m.

#### **Notification and right to participate in the Annual General Meeting**

Pursuant to § 11 of the company's Articles of Association, the board of directors has resolved that shareholders may exercise their voting rights at the Annual General Meeting through postal voting. Shareholders may therefore choose to exercise their voting rights at the Meeting, by proxy or through postal voting.

A shareholder who wishes to participate at the Annual General Meeting must:

- be recorded in the share register kept by Euroclear Sweden AB on Wednesday 20 May 2026, and
- notify the company of its intention to participate so that the notification is received by the company no later than Friday 22 May 2026. Notice shall be made through a digital form which will be available on the company's website <https://www.bioarctic.com/en/>, or by email to [bioarctic@postrosta.se](mailto:bioarctic@postrosta.se), or
- cast its vote in accordance with the instructions below, so that the postal vote is received by the company no later than Friday 22 May 2026.

In the notification, provide your name or company name, personal identification number or corporate registration number, address, phone number and, if applicable, the number of persons attending with you (maximum two).



### **Nominee-registered shares**

In order to be entitled to vote at the general meeting, shareholders whose shares are nominee-registered through a bank or other authorised depository, for example in a custody account, must request that the shares be temporarily re-registered in their own name (so-called voting rights registration) so that the shareholder is registered in Euroclear's share register as of the record date on Wednesday 20 May 2026. Voting right registration that the shareholder has requested and that has been completed by the nominee no later than Friday 22 May 2026 will be accepted in the preparation of the share register. This means that shareholders should inform their nominees in advance before the record date.

Please note that this procedure may also apply to shares held in bank shareholder deposits and in certain investment savings accounts (ISK).

### **Postal voting**

A special form shall be used for postal voting. The postal voting form is available at the company's website <https://www.bioarctic.com/en/annual-general-meeting-2026/>. The completed and signed voting form is valid as registration to participate in the General Meeting and no separate notice or registration is required.

The postal vote will be considered and counted provided that the completed and signed voting form is received by the company no later than Friday 22 May 2026. Voting forms received later will not be considered. Voting forms shall be submitted electronically in accordance with the instructions on the company's website.

Shareholders may not include further instructions or conditions in the voting form. Voting forms including such further instructions and conditions will be deemed invalid and will not be considered. Further instructions regarding the advance voting can be found in the voting form and on the company's website.

### **Proxy**

If the shareholder is a legal entity or votes via post in advance or participates at the General Meeting by proxy, a copy of a certificate of registration or other authorisation documents and, if relevant, a power of attorney, shall be submitted together with the voting form or be sent to the company at the above address well in advance of the Annual General Meeting and preferably by Friday 22 May 2026. Shareholders who wish to exercise their voting rights through a proxy, must issue a dated and signed power of attorney to the proxy. The validity of the power of attorney may not exceed a period of five years from its issuance. If the power of attorney is issued by a legal entity, a copy of the certificate of registration or equivalent authorisation documents for the legal entity shall be attached. The company provides a form of power of attorney at request and the form is also available at the company's website, <https://www.bioarctic.com/en/annual-general-meeting-2026/>.

For questions regarding the General Meeting or the postal voting, contact the company via email to [arsstamma@bioarctic.com](mailto:arsstamma@bioarctic.com).

### **Proposed agenda**

1. Opening of the Annual General Meeting and election of the chairperson of the meeting
2. Preparation and approval of the voting list
3. Election of one (1) or two (2) persons to approve the minutes



4. Approval of the agenda
5. Determination of whether the Annual General Meeting has been duly convened
6. Presentation by the CEO
7. Presentation of the annual report and the auditor's report, as well as the consolidated financial statements and the auditor's report on the consolidated financial statements
8. Resolutions on:
  - a) adoption of the income statement and the balance sheet as well as the consolidated income statement and the consolidated balance sheet,
  - b) allocation of the company's result pursuant to the adopted balance sheet and determination of the record date for the dividend, and
  - c) discharge from liability for:
    - i. Eugen Steiner, chairperson
    - ii. Pär Gellerfors, board member
    - iii. Lars Lannfelt, board member
    - iv. Lotta Ljungqvist, board member
    - v. Mikael Smedeby, board member
    - vi. Cecilia Edström, board member
    - vii. Anna-Lena Engvall, board member
    - viii. Gunilla Osswald, CEO
9. Resolution on the number of board members and the number of auditors and deputy auditors
10. Resolution on the remuneration to the board members and the auditor
11. Election of board members and chairperson of the board
  - a) Eugen Steiner, board member (re-election)
  - b) Lars Lannfelt, board member (re-election)
  - c) Lotta Ljungqvist, board member (re-election)
  - d) Mikael Smedeby, board member (re-election)
  - e) Cecilia Edström, board member (re-election)
  - f) Anna-Lena Engvall (re-election)
  - g) Philip Scheltens (new election)
  - h) Linda Nilsson (new election)
  - i) Eugen Steiner, chairperson (re-election)
12. Election of auditor
13. Presentation and resolution on approval of the remuneration report regarding the financial year 2025



14. Resolution on authorisation of the board of directors to issue shares, warrants and/or convertible instruments
15. Resolution regarding incentive program, including:
  - a. Resolution to introduce an incentive program
  - b. Resolution regarding hedging arrangements in respect of the incentive program
16. Resolution on guidelines for remuneration to senior executives
17. Closing of the Annual General Meeting

### **Nominating committee**

The Nomination Committee for the Annual General Meeting 2026 consists of Jannis Kitsakis (chairperson), appointed by the Fourth Swedish National Pension Fund, Margareta Öhrvall, appointed by Demban AB (Lars Lannfelt), and Claes Andersson, appointed by Ackelsta AB (Pär Gellerfors).

### **Main proposals for resolutions**

#### *Item 1 – Election of the chairperson of the meeting*

The Nomination Committee proposes that lawyer Gunnar Mattsson at Advokatfirman Lindahl, or the person appointed by the board of directors if Gunnar Mattsson is prevented from acting as chairperson, be elected chairperson of the meeting.

#### *Item 3 – Election of one or two persons to approve the minutes*

The board of directors proposes that Martin Wallin (Lannebo Kapitalförvaltning), or the person appointed by the board of directors in the event of Martin Wallin's absence, be appointed to verify the minutes. The assignment of the person appointed to verify the minutes also includes verifying the voting list and that the postal votes received are correctly reflected in the minutes of the meeting.

#### *Item 8b) – Allocation of the company's result pursuant to the adopted balance sheet and determination of the record date for the dividend*

The board of directors proposes that a dividend of SEK 2 per share shall be paid. Assuming that the number of outstanding shares is the same as at the time of issuance of this notice (88,719,485), the total dividend amounts to SEK 177,438,970.

The board of directors further proposes that the record date for the dividend shall be Monday 1 June 2026. If the General Meeting resolves in accordance with the proposal, payment is expected to be made through Euroclear Sweden AB around 4 June 2026.

A maximum of 81,500 B-shares may be added before the record date for the dividend as a result of the exercise of outstanding warrants within the framework of the company's employee stock option program 2019/2028. Assuming that all such B-shares are added, and that no other changes in the number of outstanding shares occur, the total number of shares in the company at the time of the dividend will amount to not more than 88,800,985, corresponding to a total dividend of not more than SEK 177,601,970.



*Item 9 – Resolution on the number of board members and the number of auditors and deputy auditors*

The Nomination Committee proposes that the board of directors shall consist of eight (8) members without deputies.

The Nomination Committee proposes that a registered public accounting firm be elected as the company's auditor and that no deputy auditor be appointed.

*Item 10 – Resolution on the remuneration to the board members and the auditor*

The Nomination Committee proposes a remuneration for the board of directors' and a remuneration for work in the board committees for the time until the next Annual General Meeting as follows (current remuneration level in parenthesis):

- Chairperson of the board of directors: SEK 875,000 (830,000)
- Other board members (who are not employees to the company): SEK 315,000 (300,000)
- Chairperson of the audit committee: SEK 120,000 (110,000)
- Other members of the audit committee: SEK 70,000 (65,000)
- Chairperson of the remuneration committee: SEK 85,000 (70,000)
- Other members of the remuneration committee: SEK 50,000 (40,000)
- Chairperson of the research and development committee: SEK 85,000 (-)
- Other members of the research and development committee: SEK 50,000 (-)

The proposal means that the total amount of remuneration to the board is SEK 3,395,000 (2,720,000). Lars Lannfelt is employed by the company and does not receive remuneration for board work.

The Nomination Committee proposes that the remuneration to the auditor shall be paid against approved invoice.

*Item 11 – Election of board members and chairperson of the board*

The Nomination Committee proposes that Eugen Steiner, Cecilia Edström, Anna-Lena Engwall, Lars Lannfelt, Lotta Ljungqvist and Mikael Smedeby be re-elected as board members and that Philip Scheltens and Linda Nilsson be elected as new board members, each for a term of office until the end of the next annual general meeting. Furthermore, the Nomination Committee proposes that Eugen Steiner be re-elected as chairperson.

Board member Pär Gellerfors has declined re-election. The Nomination Committee proposes that his daughter, Linda Nilsson, joins the board as representative of the Gellerfors family's holding company, Ackelsta AB.

*Philip Scheltens* is one of the leading international experts in the research, diagnosis and treatment of Alzheimer's disease. Prof. dr. Philip Scheltens studied at the VU University Amsterdam, Netherlands, gaining his MD in 1984, and PhD in 1993. He was appointed as Professor of Cognitive Neurology in 2000 and founded the Alzheimer Center at Amsterdam University Medical Centers in that same year, which he directed until 2022. Currently he is partner at EQT group and heads the Dementia Fund at EQT Life Sciences, that he started in 2020. He has been the (inter)national Principal Investigator (PI) for over 35 studies, including phase 1-3 multicenter clinical trials and supervised >100 PhD theses since 2000. He founded and led the Dutch National Plan against dementia and served as chair of the board until 2021 and was on the advisory panel of the Dutch National Strategy for Dementia until 2025. He acted as chair of the World Dementia council from 2021 – 2025 and is medical advisor to the Race Against Dementia charity and member of the scientific advisory board of the Dementia research Institute.



Philip Scheltens is independent in relation to the company and its management, and to its major shareholders.

*Linda Nilsson* has over 20 years of global experience from the international fashion company H&M. She currently holds the position as Head of Product Operations & Development, where she leads approximately 400 employees and is responsible for strategy, governance, and delivery across both product and production. Previously, Linda was Global Managing Director for Womenswear, with full P&L responsibility for a business area generating 40 billion SEK in revenue. She has extensive experience in strategic and transformational work, as well as in driving operational efficiency, always with a strong commercial and financial focus. Linda holds a Master of Science in Business and Economics from the Stockholm School of Economics. Linda Nilsson is independent in relation to the company and its management, but not to its major shareholders.

Information about all members proposed to BioArctic's board of directors and the Nomination Committee's reasoned statement regarding the proposal for the board of directors will be published at the company's website, <https://www.bioarctic.com/en/annual-general-meeting-2026/>.

#### *Item 12 – Election of auditor*

The Nomination Committee proposes, in accordance with the Audit Committee's proposal, election of the registered auditing firm Öhrlings PricewaterhouseCoopers AB (PwC) to be the company's auditor for a term of office extending until the end of the next annual general meeting. PwC intends to appoint public authorised auditor Niclas Bergenmo as the auditor in charge.

#### *Item 13 – Presentation and resolution on approval of the remuneration report*

In accordance with Chapter 8 Section 53 a § of the Swedish Companies Act, the board of directors shall for each financial year prepare a remuneration report for paid and outstanding remuneration which is included in the guidelines of executive remuneration. The board of directors proposes that the General Meeting resolves to approve the remuneration report, which has been prepared by the board of directors, for the financial year 2025. The remuneration report will be available on the company's website, <https://www.bioarctic.com/en/>.

#### *Item 14 – Resolution on authorisation of the board of directors to issue shares, warrants and/or convertible instruments*

The board of directors proposes that the General Meeting authorises the board of directors to, on one or several occasions during the period up to the next annual general meeting, increase the company's share capital through issues of new shares, warrants and/or convertible instruments.

The board of directors shall be able to resolve on an issue with or without deviation from the shareholders' pre-emption rights, and with or without provisions on payment by non-cash consideration and/or by way of set-off or other provisions. However, the board shall not be authorised to resolve on issues which increase the share capital by more than ten (10) percent in relation to the existing share capital when the authorisation was first used.

The purpose of the authorisation and the reason to propose that the board of directors shall be authorised to resolve on issues with deviation from the shareholders' pre-emption rights is to give the board of directors flexibility in the work of ensuring that the company shall be able to raise capital to finance the operations and to enable continued expansion both organically and through acquisitions of companies and businesses.



An issue in accordance with this authorisation shall be on market conditions. The board of directors shall be authorised to decide on the terms and conditions regarding issues under this authorisation and what persons shall be entitled to subscribe for the shares, warrants and/or convertible instruments. If the board of directors deems it appropriate to facilitate the delivery of shares in connection with an issue in accordance with this authorisation, the issue may also take place at a subscription price which correspond to the quotient value of the shares (provided that the company ensures through relevant agreements that market compensation is received for the issued shares).

The board of directors, or the person appointed by the board of directors, is authorised to make such minor adjustments to this resolution that may be necessary in connection with the registration with the Swedish Companies Registration Office or other formal requirements.

*Item 15 – Resolution regarding incentive program including a) resolution to introduce an incentive program, and b) resolutions regarding hedging arrangements in respect of the incentive program*

## **Background**

The board of directors proposes that the General Meeting resolves to introduce a long-term incentive program for employees in the company (the “**Program**”). At the 2023, 2024 and 2025 annual general meetings, it was resolved to introduce long-term share-based incentive programs based on performance share rights aimed at the company's employees. The board of directors' intention is for the performance share programs to be recurring annually and, against this background, the board presents the proposal regarding the Program.

The board of directors considers that it is essential and in all shareholders' interest that the company's employees, who are considered to be important for the company's further development has a long-term interest in a positive development in value of the shares in the company. The board of directors believes that the Program will increase the interest in the company's operations as well as increase the participants' motivation and sense of community with the company and its shareholders.

The Program includes all employees of the company or other companies within the group. The board of directors may also, if the board deems it in the interest of the company, offer one or more new employees to participate in the Program under the conditions described below.

The Program is a three-year incentive program under which the participants will be awarded performance based share units (“**PSU**”) which, provided that certain conditions are met, entitle the holder to receive B-shares in the company free of charge in accordance with the conditions set out in item 15.A below. As part of the implementation and execution of the Program, it is further proposed that the board of directors be authorised to repurchase shares in the company, that a maximum of 309,000 warrants be issued, and that the General Meeting approve transfers of shares and/or warrants in accordance with item 15.B below.

## **A. Introduction of the Program**

The board of directors proposes that the General Meeting resolves to introduce the Program in accordance with the principal conditions set out below.

*Requirements for participation in the Program and allocation of PSUs*



The Program covers a maximum of 235,000 PSUs. The board of directors has the right to resolve on the allocation of PSUs on one or more occasions (but no later than 1 September 2026) in accordance with the principles below. The PSUs shall be allocated free of charge.

PSUs may be allocated to persons who are employed by the company or another company within the group upon the board's decision on allocation. Employees are defined as full- and part-time employees, including employees on a probationary period, but not hourly employees. A person who has entered into an employment agreement with the company or another company within the group but has not started his or her employment on the said date shall not be considered an employee. A person who has resigned their employment or been dismissed on the said date but is still employed, shall not be considered an employee. The board of directors has the right to grant exemptions from the employment requirement, including that someone employed after 1 September 2026, can be included in the Program, if the board of directors deems that it is favorable for the company.

The board of directors may take into account the employee's performance and goal achievement when resolving on allocation, otherwise the allocation of PSUs is not conditional on performance criteria. The board of directors considers that this is justified by the fact that the exercise of the PSUs is conditional on both vesting and that the performance-related conditions are met.

The Participants in the Program are divided into four categories:

- CEO ("**Category 1**") who can be awarded a maximum of 10,000 PSUs;
- members of the management ("**Category 2**") who can be awarded a maximum of 5,000 PSUs per person and a maximum of 55,000 PSUs for all participants in Category 2;
- other key personnel ("**Category 3**") who can be awarded a maximum of 3,000 PSUs per person and a maximum of 120,000 PSUs for all participants in Category 3; and
- other employees ("**Category 4**") who can be awarded a maximum of 500 PSUs per person and a maximum of 62,500 PSUs for all participants in Category 4.

The maximum number of PSUs that can be awarded in the Program are 235,000.

The participants are hereafter referred to individually as "**Participant**" and together as "**Participants**".

#### *Right to receive B-shares with the support of PSUs*

After vesting, each PSU allocated to Participants entails a right to receive one (1) B-share in the company free of charge provided that the performance conditions are met (see under the heading *Vesting and Performance conditions* below).

The number of B-shares to which each PSU entitles may be subject to recalculation as a result of certain company events (see under *Recalculation* below).

The board of directors has the right to resolve that Participants shall receive, in whole or in part, cash compensation instead of B-shares. The cash compensation per assigned and vested PSU shall amount to the volume-weighted average price of the company's B-share on Nasdaq Stockholm during a period of thirty (30) trading days prior to the Vesting Date. However, the total cash compensation cannot exceed 20 percent of the Participant's fixed annual salary.

#### *Vesting*

The PSUs are connected to the Participant's employment with the company or another group company and are subject to vesting in accordance with what is stated below.



All PSUs shall be considered vested if the Participant is still employed by the company or another group company on the date which is three (3) years after the board of directors' decision on the allocation of PSUs ("**Vesting Date**"). A Participant who has resigned his/her employment or has been dismissed on the said day but who is still employed shall not be considered an employee. PSUs may also be vested by a Participant who, as of the Vesting Date, is not employed by the company or another group company but who, according to the board of directors' assessment, is a so-called *good leaver* in the manner defined in more detail in the agreement regarding the PSUs (e.g. a Participant who has retired or who has been dismissed due to redundancy).

If the employment with the company or another group company is terminated before the Vesting Date, all of the Participant's PSUs expire, with the exception where the Participant is considered to be a good leaver as described above.

#### *Performance conditions*

The Participants are entitled to receive B-shares based on the vested PSUs if and to the extent that the performance conditions are met as set out below:

- Conditions regarding the accumulated total shareholder return (TSR) regarding the company's B-share as set below (the return condition): 30 percent of the allocated and vested PSUs.
- One or more operational conditions that relate to the company's research and development and/or partnerships and that are determined by the board (the operational conditions): 60 percent of the allocated and vested PSUs if the condition is fully met. If the condition is partially met, the board of directors may decide that a smaller portion of the allocated and vested PSUs may be used (as a starting point in proportion to the fulfillment of the condition).
- One or more sustainability-related conditions set by the board (sustainability conditions): 10 percent of the allocated and vested PSUs if the condition is fully met. If the condition is partially met, the board may decide that a smaller portion of the allocated and vested PSUs may be used (as a starting point in proportion to the fulfillment of the condition).

Fulfillment of the performance conditions shall be assessed as of 28 May 2029.

The return condition shall be considered achieved if the accumulated total shareholder return (shareholder return in the form of share price appreciation together with the reinvestment of any dividends) ("**TSR**")<sup>1</sup> of the company's B-shares on Nasdaq Stockholm is at least 30 percent during the measurement period (i.e. a period of thirty (30) trading days prior the annual general meeting on 28 May 2026, compared to a period of thirty (30) trading days prior to the 28 May 2029). The board of directors may resolve to adjust the return condition in the event of a share split or consolidation of shares or other comparable corporate events.

The operational conditions and sustainability conditions shall be determined by the board in connection with the allocation of PSUs. The board shall have the right to adjust the operational conditions and sustainability conditions during the vesting period if there are special reasons that justify such an adjustment, for example extraordinary events, reorganisations and structural changes.

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<sup>1</sup> TSR is calculated by comparing the volume-weighted average share price of the company's B-share during thirty (30) trading days prior to the annual general meeting on 28 May 2026 with the volume-weighted average share price of the company's B-share during thirty (30) trading days prior to the 28 May 2029, including reinvested dividends. The return condition implies that the TSR on average shall correspond to approximately 9 percent per annum in order for the allocation to take place.



After the end of the vesting period, the board shall publish the operational conditions and sustainability conditions, the extent to which these have been met and how allocation has taken place based on the fulfillment of such conditions.

#### *Recalculation*

The number of B-shares to which each PSU entitles may be subject to recalculation as a result of a bonus issue, reverse split or split of shares, rights issue or similar measures. Resolutions on recalculation are made by the board of directors. The terms of recalculation in the full terms for warrants of series 2026/2029 (see under item 15.B below) shall be applied as far as possible and otherwise the recalculation shall consider customary practices for similar incentive programs.

#### *Other conditions*

The right to participate in the Program is conditional on the Participant entering into an agreement regarding the PSUs with the company or another company within the group. The agreement shall be in accordance with the terms and conditions in this proposal and otherwise contain customary conditions for this type of incentive program. The board of directors shall be responsible to draw up the agreement and for the implementation and execution of the Program within the framework of the main conditions and guidelines stated above.

The board of directors has the right, within the framework of the agreement with the respective participants, to make the reasonable changes and adjustments to the terms of the PSUs that are deemed appropriate or expedient as a result of local labor law or tax law rules or administrative conditions. It can, inter alia, mean that continued vesting of PSUs may take place in certain cases where this would not otherwise have been the case. The board of directors also has the right to advance the vesting and the timing of the exercise of PSUs, such as in the event of a public takeover offer, certain ownership changes in the company, liquidation, merger and similar measures. Finally, the board of directors has the right to limit the scope of or prematurely terminate the Program, in whole or in part, in extraordinary cases.

The PSUs shall not constitute securities and may not be transferred, pledged or otherwise disposed of by the holder. However, the rights according to vested PSUs are transferred to the estate in the event of the Participant's death.

Participation in the Program assumes that such participation can legally take place, and that, according to the board of directors' assessment, such participation can take place with reasonable administrative costs and financial efforts.

The board of directors shall have the right to resolve on minor deviations in the Program that may be necessary to fulfil the purpose of the Program. In that regard, the board of directors shall have the right to make the necessary adjustments to these terms and conditions in order to meet special rules or market conditions outside Sweden.

## **B. Hedging arrangements in respect of the Program**

In order to be able to implement the Program in a cost-effective and flexible manner, the board of directors has considered various methods for the delivery of B-shares within the Program, such as repurchasing and transfer of own shares in the company to Participants in the Program as well as issuing and subsequent transfer of warrants entitling to the subscription of new B-shares to Participants in the



Program. The board of directors has also taken into account that the delivery of B-shares within the Program shall take place in 2029 at the earliest. In order to secure the company's commitments according to item 15.A as well as secure related costs, the board of directors also proposes that the General Meeting resolves in accordance with the proposals below under item 15.B.1 proposal for resolution on the approval of the transfer of own shares in the company, 15.B.2 proposal for a resolution on authorisation for the acquisition of shares in the company, and 15.B.3 proposal for a resolution on the directed issue of warrants and approval of the transfer of warrants and shares subscribed with support of warrants, with the right for the board of directors to combine or choose any of them.

#### *1. Proposal for resolution on transfer of repurchased shares to Participants*

The board of directors proposes that the Annual General Meeting resolves to approve the transfer of the company's B-shares to the Participants, under the following terms.

- a) Only B-shares in the company may be transferred, and a maximum of 235,000 B-shares in the company (subject to recalculation) may be transferred free of charge to Participants.
- b) The right to acquire B-shares in the company, free of charge, shall be granted to Participants, notwithstanding shareholders' preferential rights. The company's subsidiaries or financial intermediaries engaged by the company shall also be entitled to acquire B-shares in the company free of charge, notwithstanding shareholders' preferential rights. Such acquirer shall be obliged to immediately transfer the B-shares to Participants, in accordance with the Program's terms.
- c) B-shares in the company shall be transferred free of charge, at the time and under the other terms in the Program according to which Participants are entitled to receive B-shares.
- d) The number of B-shares in the company that may be transferred under the Program shall be subject to recalculation to take into account bonus issues, share splits, rights issues, dividends and/or other similar corporate events in the corresponding manner that applies to the recalculation of PSUs.
- e) Transfers of no more than the number of B-shares held by the company from time to time may also take place at Nasdaq Stockholm, including through a financial intermediary, at a price within the price range registered at any time to cover any social charges in accordance with the terms of the Program and/or the previous performance share programs.

#### *2. Proposal for resolution on authorisation for the board of directors to resolve on acquisition of shares in the company to ensure delivery within the Program and previously resolved incentive programs*

To ensure the company's commitment to deliver shares to the Participants in the Program and the previously resolved performance share programs, the board of directors proposes that the Annual General Meeting authorises the board of directors to resolve on repurchase of B-shares in the company in accordance with the following terms:

- a) Acquisitions may take place at Nasdaq Stockholm.
- b) The authorisation may be used on one or more occasions, but no later than the 2027 annual general meeting.
- c) The number of B-shares required for the delivery of shares to the Participants in the Program and/or the previously resolved performance share programs and to finance social security contributions or other costs related to the Program and/or the previously resolved performance share programs, however no more than 730,000 B-shares (subject to recalculation), may be



acquired to ensure such delivery as well as to be held for a possible future disposal to finance social security contributions or other costs related to the Program.

- d) Acquisition of shares in the company shall be made against cash payment and at a price within the market price interval registered at any given time, such interval being the interval between the highest purchase price and the lowest sales price.
- e) The board of directors may resolve on other conditions for the acquisition.

### *3. Proposal for resolution on a directed issue of warrants and approval of transfer of warrants to ensure delivery within the Program*

To secure the company's commitment to deliver B-shares to the Participants in the Program as well as to enable possible future disposals to finance social security contributions or other costs related to the Program, the board of directors proposes that the General Meeting resolves on a directed issue of warrants with the right to subscribe for new B-shares in the company, in accordance with the proposal below.

The board of directors' proposal entails that the General Meeting shall decide on a directed issue of 309,000 warrants with the right to subscription of new B-shares in the company, on the terms and conditions set out below.

1. The warrants are issued free of charge. Each warrant will give the right to subscribe for one new B-share in the company. If all warrants are used for subscription of shares, the company's share capital will increase with a maximum of SEK 6,180.
2. The right to subscribe for new warrants shall, with deviation from the shareholders pre-emption rights, belong to BioArctic AB.
3. Subscription of warrants shall be made no later than 30 June 2026. The board of directors shall have the right to extend the subscription period.
4. Subscription of B-shares in the company can be made from the registration of the warrants with the Swedish Companies Registration Office and up to and including 31 December 2029.
5. Each warrant entitles to subscription for one new B-share in the company at a subscription price corresponding to the share's quota value, SEK 0.02.
6. The new B-shares that has been issued by virtue of the warrants entitles to dividend for the first time on the first record date for dividend to take place after the subscription of new B-shares has been registered with the Swedish Companies Registration Office.
7. The number of B-shares that may be issued under each warrant may be recalculated in accordance with the terms and conditions for the warrants due to a bonus issue, share split or consolidation, rights issue and/or any similar event.
8. The complete terms and conditions for the warrants, including recalculation principles, are set out in Appendix 1 to the board of directors' complete proposal.



#### *Reason for the deviation from the shareholders' pre-emption right*

The reason for deviating from the shareholders' pre-emption rights is to ensure the company's commitment to deliver B-shares in accordance with the Program and otherwise dispose of the warrants to cover costs for, or fulfil commitments under, the Program.

#### *Transfer of the warrants and shares subscribed with support of warrants*

Furthermore, the board of directors proposes that the General Meeting resolves to approve that BioArctic, on one or more occasions, may transfer warrants and/or shares subscribed with support of warrants to the Participants in the Program or a financial intermediary engaged by the company (for further transfer to the Participants in the Program) in accordance with the terms and conditions of the Program, and dispose of the warrants in order to cover costs related to, or fulfil obligations occurring under, the Program.

#### **Special authorisation**

The board of directors proposes that the board of directors, or anyone appointed by the board of directors, shall be entitled to make minor adjustments to the above proposed resolution that may be necessary upon registration of the resolution with the Swedish Companies Registration Office or due to any other formal requirement.

#### **Preparation of the matter**

The proposed Program and related hedging measures have, according to guidelines issued by the board of directors, been prepared by the company's remuneration committee, with the help of external advisers. The remuneration committee has presented the work to the board of directors, after which the board of directors has decided to propose that the Program and associated hedging measures be adopted at the Annual General Meeting 2026.

#### **Cost of the Program and the Program's effects on key performance indicators**

The Program will be reported in accordance with IFRS 2, which means that the PSUs shall be expensed as a personnel cost and accrued over the vesting period and continuously revalued at each reporting occasion.

If the total shareholder return amounts to 30 percent and all other conditions are met in full, the expected annual costs amount to MSEK 26.6, including social security costs, which is equal to approximately 10.2 percent of the company's total personnel costs for the financial year 2025. The Program's effect on the company's earnings per share and other key performance indicators are limited.

The table below contains an estimate of the company's total costs for the Program for different accumulated total shareholder return outcomes, assuming that all PSUs are vested, that all performance conditions are met in full and that the percentage for social security costs is 31 percent.

	<i>Assumed total shareholder return (TSR)</i>		
	20 %	30 %	40 %
Estimated annual cost	MSEK 23.1	MSEK 26.6	MSEK 27.4



It should be noted that all calculations are preliminary, based on assumptions and only intended to provide an illustration of the costs that the Program may entail. Actual costs may thus deviate from what is stated above.

### **Dilution**

Assuming the maximum allotment of PSUs and that no company events causing recalculation to occur during the vesting period, the number of B-shares to be allotted free of charge under the Program amounts to a maximum of 235,000 B-shares in the company.

If warrants are utilised for the purpose of delivering B-shares according to the terms and conditions of the Program or financing the company's costs for the Program, it will result in a dilution effect for existing shareholders. At full utilisation of the warrants, the number of outstanding B-shares in the company will increase by 309,000. These B-shares constitute 0.35 percent of the number of shares and 0.13 percent of the votes, calculated as the number of new shares in relation to the sum of existing shares and new shares in the company.

If repurchased shares (in accordance with the board of directors' proposal for acquisition and transfer of own shares) are fully or partly transferred to the Participants in the Program instead of exercising warrants, the dilution will be reduced.

### **Previous incentive programs in BioArctic**

BioArctic has four outstanding long-term share-related incentive programs, Employee Share Option Program 2019/2028, Performance Share Program 2023/2026, Performance Share Program 2024/2027 and Performance Share Program 2025/2028.

Employee Share Option Program 2019/2028 is an employee stock option program for the company's management, researchers and other employees. The employee stock option program 2019/2028 includes up to 1,000,000 employee stock options. To enable the company's delivery of shares under the employee stock option program 2019/2028, the annual general meeting resolved on a directed issue of a maximum of 1,000,000 warrants. As of 31 March 2026, the number of outstanding and not yet exercised employee stock options amounted to 180,500. The outstanding employee stock options may entail a dilution effect corresponding to 0.20 percent of the share capital and 0.08 percent of the votes in the company (calculated based on the number of existing shares in the company), provided that full utilisation of all outstanding employee stock options takes place.

Long-term incentive program (program 2023/2026) is a performance share program aimed at the company's senior executives, researchers and other personnel and includes up to 125,000 PSUs. To enable the company's delivery of shares under the performance share program 2023/2026, the annual general meeting 2023 resolved on a directed issue of a maximum of 125,000 warrants. As of 31 March 2026, the number of outstanding and not yet exercised PSUs amounted to 115,500 and the number of outstanding and not yet exercised warrants amounted to 125,000. The maximum dilution effect of the performance share program 2023/2026 is estimated to amount to 0.10 percent of the share capital and 0.04 percent of the votes in the company (calculated based on the number of existing shares in the company), provided that all 115,500 PSUs are fully exercised, and that the delivery of shares takes place through exercise of 115,500 warrants, and that the remaining 9,500 outstanding warrants are exercised to cover part of the social security costs of the long-term incentive program.



Long-term incentive program (program 2024/2027) is a performance share program aimed at the company's senior executives, researchers and other personnel and includes up to 160,000 PSUs. To enable the company's delivery of shares under the performance share program 2024/2027, the annual general meeting 2024 resolved on a directed issue of a maximum of 210,000 warrants. As of 31 March 2026, the number of outstanding and not yet exercised PSUs amounted to 146,000 and the number of outstanding and not yet exercised warrants amounted to 210,000. The maximum dilution effect of the performance share program 2024/2027 is estimated to amount to 0.22 percent of the share capital and 0.09 percent of the votes in the company (calculated based on the number of existing shares in the company), provided that all 146,000 PSUs are fully exercised, and that the delivery of shares takes place through exercise of 146,000 warrants, and that an additional 45,873 outstanding warrants are exercised to cover the social security costs of the long-term incentive program.

Long-term incentive program (program 2025/2028) is a performance share program aimed at the company's employees and includes up to 210,000 PSUs. To enable the company's delivery of shares under the performance share program 2025/2028, the annual general meeting 2025 resolved on a directed issue of a maximum of 276,000 warrants. As of 31 March 2026, the number of outstanding and not yet exercised PSUs amounted to 198,500 and the number of outstanding and not yet exercised warrants amounted to 276,000. The maximum dilution effect of the performance share program 2025/2028 is estimated to amount to 0.29 percent of the share capital and 0.12 percent of the votes in the company (calculated based on the number of existing shares in the company), provided that all 198,500 PSUs are fully exercised, and that the delivery of shares takes place through exercise of 198,500 warrants, and that an additional 62,369 outstanding warrants are exercised to cover the social security costs of the long-term incentive program.

#### *Item 16 – Resolution on guidelines for remuneration to senior executives*

The board of directors proposes that the Annual General Meeting resolves to adopt updated guidelines for remuneration to senior executives with the following main content. The reason for the update is partly that the current guidelines were adopted at the Annual General Meeting 2022 and that a proposal for new guidelines shall be prepared when there is a need for material changes to the guidelines, but at least every four years, and partly that the board of directors considers that the remuneration guidelines should be updated to expressly give the board of directors the possibility to resolve on additional variable remuneration beyond the target-based bonus (i.e. the variable remuneration linked to operational targets determined by the board of directors) in situations where the operational targets are exceeded and there are extraordinary performances or circumstances that justify this. The complete proposal is set out in full below.

#### **Review of previously adopted guidelines**

Pursuant to the Swedish Companies Act, the Board of Directors shall prepare a proposal for the Annual General Meeting regarding new guidelines for remuneration to senior executives when there is a need for material changes to the guidelines, however at least every four years. The company's current remuneration guidelines were adopted by the Annual General Meeting 2022, and new guidelines shall therefore be adopted at the Annual General Meeting 2026. In light of this, the Board of Directors has reviewed the current remuneration guidelines and in particular evaluated the appropriateness of the guidelines and whether they enable attractive and competitive remuneration to the company's senior executives.



The variable remuneration to the company's senior executives consists primarily of a target-based bonus which is paid upon the fulfilment of predetermined operational targets. The company has had a very positive development in recent years. Leqembi is now approved in more than 50 markets and the company's project portfolio has been broadened with new projects in, among other areas, Huntington's disease and Parkinson-related diseases. At the end of 2024, BioArctic entered into a strategic partnership with Bristol Myers Squibb, which during 2025 was followed by an option, collaboration and license agreement with Novartis. The global agreements with Eisai, Bristol Myers Squibb and Novartis, as well as increased royalty revenues from the sales of Leqembi, contributed to BioArctic reporting a record financial result in 2025. The company's development is to a large extent attributable to the efforts and strategic decisions of the senior management. Against this background, the Board of Directors considers that there may be reasons to pay additional variable remuneration beyond the target-based bonus if the operational targets are exceeded and there are extraordinary achievements or circumstances supporting this. The Board of Directors considered that, in view of the strong development during 2025, it was justified to pay additional variable remuneration, which is described in more detail in the remuneration report. The Board of Directors therefore proposes that the remuneration guidelines are updated to expressly give the Board of Directors the possibility to resolve on such variable remuneration. In addition, certain editorial changes are made.

#### **The scope and applicability of the guidelines**

These guidelines apply to the CEO, the deputy CEO (if appointed) and the persons who from time to time are members of the senior management. To the extent that a board member of the company performs work for the company outside the scope of the board assignment, these guidelines shall also apply to any remuneration paid to such board member for such work.

The guidelines apply to remuneration that is agreed, and to amendments that are made to agreed remuneration, after the guidelines have been adopted by the Annual General Meeting 2026. For clarity, these guidelines shall also apply to remuneration paid in accordance with the company's existing milestone-based reward program linked to Leqembi after the guidelines have been adopted by the Annual General Meeting 2026. Transfers of securities and the granting of a right to acquire securities from the company in the future is considered to be remuneration.

The guidelines do not apply to remuneration which is resolved by the Annual General Meeting, such as share-related incentive programs. The company has several outstanding share-related incentive programs which are described in more detail in the annual report.

Senior executives that are board members or deputy board members in other group companies shall not be entitled to separate board fees for such assignments.

#### **How the guidelines contribute to the Company's business strategy, long-term interests and sustainability**

BioArctic is a Swedish research-based biopharmaceutical company focused on innovation of pharmaceuticals that can delay or halt severe brain diseases. Through cutting-edge research and strong collaborations, BioArctic creates, develops and provides innovative treatments. The company is behind lecanemab (Leqembi) – the world's first pharmaceutical proven to slow the disease progression and reduce cognitive decline in early Alzheimer's disease. Lecanemab has been developed in collaboration with Eisai. BioArctic has a broad research portfolio within Alzheimer's disease, Parkinson-related diseases, ALS and enzyme deficiency diseases. Several of the projects utilize the company's proprietary



technology platform BrainTransporter, which improves the transport of pharmaceuticals into the brain. BioArctic's work is based on groundbreaking scientific discoveries and the company's researchers collaborate with strategic partners such as research groups at universities, contract organizations and global pharmaceutical companies. Within the company there is leading scientific expertise and a long-standing experience of developing pharmaceuticals from idea to market. BioArctic's business model entails that the company conducts research and early-stage project development in-house and at an appropriate time out-licenses commercial rights and late-stage development to global pharmaceutical companies. BioArctic's vision is a world where research conquers severe brain diseases.

The successful implementation of the company's strategy and the safeguarding of the company's long-term interests requires that the company can recruit and retain senior management with high qualifications and the capacity to achieve set goals. This requires that the company can offer competitive remuneration. These guidelines contribute to the company's business strategy, long-term interests and sustainability by giving the company the opportunity to offer senior executives competitive remuneration.

#### **Types of remuneration**

The company's remuneration system shall be competitive and in accordance with market practice. The remuneration may consist of fixed salary, variable cash remuneration, pension benefits and other benefits.

*Fixed salary* shall be determined individually for each senior executive and be based on the executive's position, responsibility, skills, experience and performance. The senior executive may be offered salary exchange arrangements between fixed salary and pension or other benefits, given that this is cost neutral for the company.

*Variable remuneration* shall be related to the outcome of the company's goals and strategies and shall, as a starting point, be based on predetermined and measurable criteria designed to promote long-term value creation. The share of the total remuneration that consists of variable remuneration may vary depending on the position.

The company's senior executives (including the CEO) may receive variable remuneration linked to operational targets determined by the Board of Directors (target-based bonus). The target-based bonus may for the CEO amount to a maximum of 50 percent of the annual fixed salary and for other senior executives amount to a maximum of 40 percent of the annual fixed salary. Remuneration under the company's milestone-based reward program shall not be included in the maximum amount for the target-based bonus.

In addition to the target-based bonus, the Board of Directors shall have the possibility to resolve on additional variable remuneration to senior executives in the event of extraordinary achievements or work efforts resulting in the operational targets being exceeded. The total variable remuneration (excluding remuneration under the company's milestone-based reward program) may amount to a maximum of 150 percent of the annual fixed salary for the CEO and to a maximum of 80 percent of the annual fixed salary for other senior executives.

Furthermore, BioArctic has a milestone-based reward program which is linked to Leqembi and which comprises milestones linked to clinical research studies, regulatory approvals and future potential sales. Payment of a pre-determined amount will be made if and when the company achieves certain predetermined goals (milestones). The achievement of such milestones is typically associated with significant uncertainties. Variable remuneration according to the milestone-based reward program is



payable, if at all payable, irregularly as milestones are reached. Such compensation can also be expected to show significant variations from one year to another. The design of and uncertainty surrounding the milestone-based reward program justifies that the existing program and future programs with a similar design are not covered by the guidelines on the share of variable remuneration in relation to fixed salary.

The variable remuneration shall not qualify for pension benefits, unless otherwise required pursuant to mandatory collective bargaining agreements. The Board of Directors shall have the possibility to, in accordance with law or agreement, and subject to the limitations arising therefrom, in whole or in part reclaim variable remuneration that has been paid on incorrect grounds.

*Pension benefits* shall be paid to a defined contribution scheme (premium based), unless the executive is covered by defined benefit pension pursuant to mandatory collective bargaining agreements. Pension premiums for defined contribution pension shall not exceed 40 percent of the executive's annual fixed salary.

*Other benefits* may consist of car benefits, corporate health benefits, life and health insurance and other similar benefits. These benefits shall be of limited value in relation to the total remuneration and may correspond to a maximum of 10 percent of the executive's annual fixed salary.

*Consultancy fees* shall be payable on market terms. To the extent that a board member performs consultancy services for the company, the board member in question will not be entitled to participate in the board's (or the remuneration committee's) handling of remuneration-related matters regarding the consultancy services.

In addition to and regardless of these guidelines, the Annual General Meeting may decide on share-based incentive schemes and similar remunerations.

#### **Criteria for payment of variable remuneration**

With the exception of the milestone-based reward program, the criteria for variable remuneration shall be determined annually by the Board of Directors in order to ensure that the criteria are in line with BioArctic's current business strategy and performance targets. The criteria can be individual or collective, financial or non-financial and shall be designed in such a way that they promote the company's business strategy, sustainability strategy and long-term interests. For example, the criteria may be linked to the company achieving certain goals within the framework of its clinical studies, the company initiating or completing a certain phase or achieving a certain research result within its pharmaceutical development, the company initiating a research collaboration with a particular partner or the company entering into a certain agreement. The criteria may also be linked to the individual executive, for example a requirement that the executive has been employed by the company for a certain minimum period of time. Variable remuneration pursuant to the milestone-based reward program shall be linked to the fulfilment of predefined milestones within the company's development projects or the commercialization of the company's drug candidates.

The period underlying the assessment of whether the criteria have been met shall be at least one year, with the exception of the milestone-based reward program where payments are made based on achieved predefined milestones. The assessment of the extent to which the criteria have been met shall be made at the end of the measurement period. The assessment of whether financial criteria have been met shall be based on the latest financial information published by the company. The Board of Directors decides on the payment of any variable remuneration, after preparation in the remuneration committee.



### **Salary and employment conditions for employees**

To evaluate the reasonableness of the guidelines, the Board of Directors has considered, as part of the preparation of this proposal, the salary and employment conditions for the employees of the company. In this context, the Board of Directors has taken into account information regarding the employees' total remuneration, the components of the remuneration and how the remuneration levels have changed over time.

### **Termination and severance pay**

The notice period for the CEO shall not exceed twelve months, if the employment is terminated by the company, and shall be at least six months, if the employment is terminated by the CEO.

For senior executives other than the CEO, the notice period shall be six months, regardless of whether the termination is initiated by the company or the executive.

Severance pay may be paid to senior executives if the employment is terminated by the company. Fixed salary during the notice period and severance pay shall, in total, not exceed an amount corresponding to the fixed salary during a two-year period.

Additionally, remuneration may be paid for non-compete undertakings. Such remuneration shall compensate for loss of income and shall only be paid in so far as the former executive is not entitled to severance pay. The remuneration may not exceed an amount corresponding to 60 percent of the senior executive's fixed salary at the time of the termination, unless otherwise provided by mandatory collective agreement provisions. The remuneration may be paid during the time during which the non-compete undertaking applies, however, not more than 12 months after the termination of the employment, with the possibility of deduction against other income from employment or according to consultancy agreements.

### **The decision-making process to determine, review and implement the guidelines**

The Board of Directors has a remuneration committee with the task of preparing the Board of Directors' decisions regarding remuneration principles, remuneration and other terms of employment for the senior management, monitoring and evaluating ongoing and during the year completed programs for variable remuneration for the senior management, and monitoring and evaluating the application of the guidelines for remuneration to senior executives which is to be decided by the General Meeting as well as current remuneration structures and remuneration levels in the company. The committee's tasks also include preparing the Board of Directors' decision to propose guidelines for remuneration to senior executives.

The Board of Directors shall prepare a proposal for new guidelines when the need arises and if material changes to the guidelines are required, however, at least every fourth year. The Board of Directors shall present the proposal for resolution at the Annual General Meeting. The guidelines shall be in force until new guidelines are adopted by the General Meeting.

To avoid conflicts of interest, the senior executives will not participate in the board's processing of and resolutions regarding remuneration-related matters in so far as they are affected by such matters.



### **Deviations from the guidelines**

The Board of Directors may decide to temporarily deviate from the guidelines if there are special reasons for doing so in an individual case and a deviation is necessary to meet BioArctic's long-term interests or to ensure the company's financial stability.

Special reasons may, for example, be that a deviation is deemed necessary to recruit or retain key personnel, in extraordinary circumstances such as the company achieving a certain desired result in a shorter time than planned, that the company succeeds in concluding a certain agreement on better conditions than expected, or that the company's value, turnover or profits increase to a substantially greater extent than projected.

### **Majority requirements**

A resolution in accordance with the proposal in item 14 above requires that it is supported by shareholders representing at least two-thirds of both the votes cast and the shares represented at the General Meeting.

A resolution in accordance with the proposal in item 15 above requires that it is supported by shareholders representing at least nine-tenths of both the votes cast and the shares represented at the General Meeting.

### **Number of shares and votes**

At the time of issuing this notice the total number of shares in the company amounts to 88,719,485, of which 14,399,996 are A-shares (ten votes each) and 74,319,489 are B-shares (one vote each). The total number of votes are 218,319,449. The company holds no own shares.

### **Information at the Annual General Meeting**

The board of directors and managing director shall, if requested by any shareholder and if the board of directors deems that it can be done without causing material harm to company, provide information regarding circumstances that may affect the assessment of an item on the agenda or circumstances that may affect the assessment of company's or a subsidiary's financial situation and company's relationship with another group company.

Shareholders who wish to submit questions in advance may send such questions via email to [arsstamma@bioarctic.com](mailto:arsstamma@bioarctic.com).

### **Provision of documents**

The annual report and the auditor's report, complete proposals for resolutions, the remuneration report in accordance with Chapter 8 Section 53 a § of the Swedish Companies Act, the auditor's statement regarding the remuneration guidelines in accordance with Chapter 8 Section 54 of the Swedish Companies Act, and all other documents pursuant to the Swedish Companies Act will be available at the company's website <https://www.bioarctic.com/en/> and the company's office at Warfvinges väg 35, Stockholm no later than three weeks before the meeting, i.e. no later than Thursday 7 May 2026. The documents will be sent free of charge to the shareholders who request this and state their address. The documents will also be available at the meeting.



The Nomination Committee's complete proposal (including the Nomination Committee's reasoned statement) will be made available on the company's website when the notice to the General Meeting has been published.

### **Processing of personal data**

In connection with the General Meeting personal data will be processed in accordance with the company's privacy policy, which is available at <https://www.bioarctic.com/en/about-the-website/privacy-policy/>

Stockholm in April 2026

**BioArctic AB (publ)**

**The board of directors**

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*The information was released for public disclosure, through the agency of the contact persons below, on April 21, 2026, at 20:30 CET.*

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### **About BioArctic AB**

BioArctic AB (publ) is a Swedish research-based biopharma company focusing on innovative treatments that can delay or stop the progression of neurodegenerative diseases. The company invented Leqembi® (lecanemab) – the world's first drug proven to slow the progression of the disease and reduce cognitive impairment in early Alzheimer's disease. Leqembi has been developed together with BioArctic's partner Eisai, who are responsible for regulatory interactions and commercialization globally. In addition to Leqembi, BioArctic has a broad research portfolio with antibodies against Parkinson's disease and ALS as well as additional projects against Alzheimer's disease. Several of the projects utilize the company's proprietary BrainTransporter™ technology, which has the potential to actively transport antibodies across the blood-brain barrier to enhance the efficacy of the treatment. BioArctic's B share (BIOA B) is listed on Nasdaq Stockholm Large Cap. For further information, please visit [www.bioarctic.com](http://www.bioarctic.com).