

PAXMAN<sup>o</sup>

# 2025 *Annual Report*

Paxman AB (publ)

Jan - Dec 2025

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*Without a question,  
this year has been our  
biggest and best yet.*

Richard Paxman, OBE  
CEO

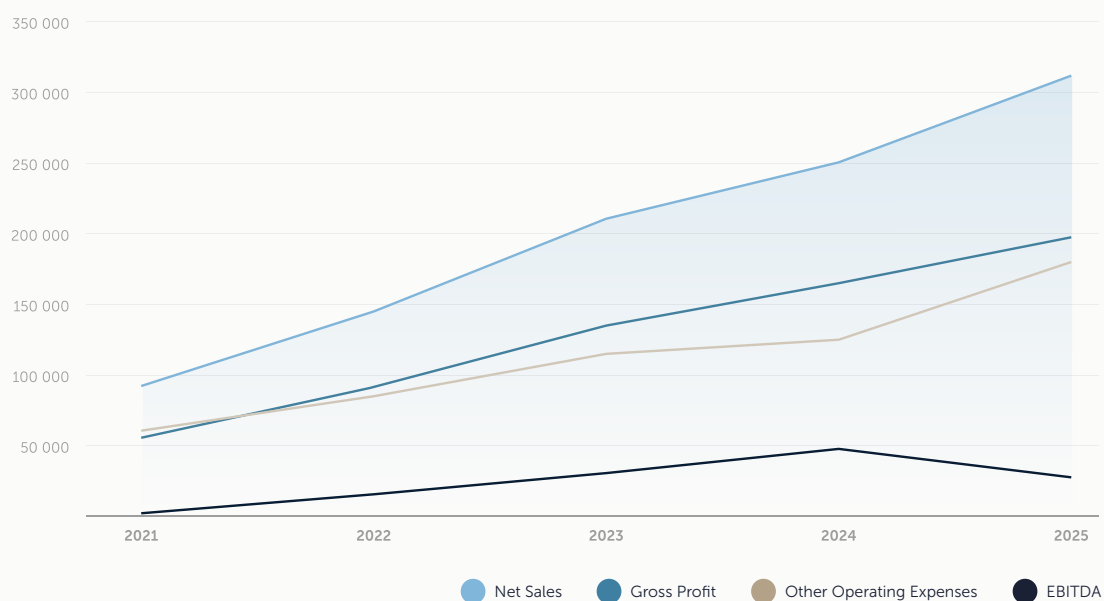
# SUMMARY OF THE YEAR

Paxman experienced a year of strategic investment, acquisition, and growth over the course of 2025, continuing its upward year-on-year trend in net sales.

Paxman achieved the company's strongest sales to date setting new records in terms of revenues. Net revenues of 313 MSEK were achieved for the year, compared to 253 MSEK in 2024, a 24% growth. An EBITDA of 28.5 MSEK for the year was achieved compared to 49.7 MSEK in 2024. The year-over-year reduction in EBITDA reflects a deliberate investment phase - primarily consisting of one-time acquisition costs such as advisory fees, due diligence, and integration redundancies to unify operations. These have temporarily affected margins in 2025 but are necessary for achieving the 'One Company' structure, supporting rapid growth and operational leverage expected in 2026. The company sees this as a strategic move toward a more scalable and profitable future.

## Financial Summary

TSEK



24%

net revenue  
growth

635

system installs  
worldwide

2,759

patients treated  
through insurance-  
based billing

The company has invested heavily in its commercialisation plans for its chemotherapy-induced peripheral neuropathy (CIPN) device where significant strides have been achieved and delivering on the goals established at the end of 2024. New clinical trial data was presented in 2025, both at MASCC and ESMO, that further confirms the device is both tolerable and effective at reducing the incidence of Grade 1 and 2 CIPN in patients receiving taxane chemotherapy.

Now progressing through several regulatory pathways prior to launch, the device has already been accepted into the FDA's Safer Technologies Program (STeP) and a 510k submission subsequently followed in an effort to achieve FDA clearance. An application to the American Medical Association (AMA) for Category III CPT codes was submitted in 2025. This application was successful and codes were announced in February 2026 by the AMA, effective from 1st January 2027. This significant and exciting milestone not only demonstrates acknowledgement from the AMA of the clear clinical need for the clinical intervention but will facilitate more widespread commercialisation and adoption of the device.

A new Paxman cap and cap cover – a patient-centred research and development project to ensure more comfortable and sustainable scalp cooling – is set to become a reality in 2026 with a commercial launch, following years of patient feedback, testing, validation, and regulatory navigation.

A total number of 635 Paxman scalp cooling systems were installed around the world in 2025, compared to 618 in 2024. After the acquisition of Dignitana in June 2025, this total number of locations, predominantly in the US market, totalled 947.

The USA continues to be Paxman's major growth market with 5,696 caps sold under the self-pay model and 2,759 patients treated through insurance-based billing (under former Category III CPT codes).

With Category I CPT Codes from the American Medical Association now effective – a clear message to payers that scalp cooling is an efficacious and valuable therapy – Paxman expects these reimbursement figures to increase as patient access and billing opportunities grow.

This opportunity to increase patient access was bolstered by the passing of two state bills in New York and Louisiana, mandating insurance coverage for scalp cooling from January 1, 2026, with 11 other states following suit by introducing their own legislative bills. This movement clearly demonstrates changing attitudes to patient experiences and scalp cooling and helps encourage payers to get on board.

The UK and overseas markets delivered strong growth throughout 2025. In the UK, 142 systems were sold and our international markets saw a 24% year-on-year sales growth. Delivering a range of localisation initiatives to facilitate more widespread adoption of scalp cooling, the company was recognised with the Heroes of British Export award by Made In Britain. Paxman's internal expansion of human resource has also allowed for better management of key markets and growth of the company's global distributor network.

International events throughout 2025 focused on generating awareness of imminent Category I CPT codes across the US and updating the market on the progress of Paxman's ongoing CIPN device trials. For more information, please see pages 23 and 30 respectively.

In the year ahead, the company will focus its efforts in 5 key areas:

1. Switching US facilities to the Insurance-Based Billing Model
2. Securing further international growth
3. Outwardly demonstrating clinical excellence
4. Achieving operational excellence
5. Successfully launching the CIPN prevention device and associated rebrand, having evolved into a two-product company.

While 2025 was a year of careful and crucial preparation in a multitude of ways, it ensures Paxman is ready for a strong, successful and exciting 2026.

# Selected Events in 2025

**On 18th March 2025, it was announced that Paxman was making a recommended takeover offer to Dignitana shareholders. Dignitana is a Swedish medical technology company whose shares are traded on Nasdaq First North Growth Market.** The company developed, manufactured, and marketed the DigniCap Scalp Cooling System, a patented medical cooling device for the prevention of chemotherapy-induced alopecia. The Offer valued the shares in Dignitana at a total of approximately SEK 153.0 million, corresponding to SEK 1.90 per share in Dignitana. The Offer consideration in the form of newly issued shares in Paxman was based on the closing price of the Paxman share of SEK 61.80 on 17 March 2025, which was the last trading day prior to the announcement of the Offer.

**On 20th March 2025, Paxman carried out a directed issue of 1.9 million new shares, raising proceeds of SEK 123.5 million.** The Share Issue was subscribed by several Swedish and international institutional investors, including Eiffel Investment Group and Unionen, as well as certain existing shareholders, including Alcur Fonder, Andra AP-Fonden, Aktia Asset Management and SEB Asset Management.

Carried out independently from the acquisition of Dignitana, the intention was to use the net proceeds to capitalise on growth opportunities and further strengthen Paxman's market position, including commercialisation of the device to prevent chemotherapy-induced peripheral neuropathy, investment into a new state-of-the-art facility, and further investment into research and development.

**On 8 May 2025, Paxman completed its public offer to Dignitana shareholders and extended the acceptance period.** As all conditions for completion of the offer were fulfilled, Paxman's board of directors resolved to declare the offer unconditional and proceeded with its completion.

**On 23rd September, Paxman announced that the company's founder and board member, Glenn Paxman sold shares in the company and entered a lock-up agreement for 180 days.** In total, the transaction amounts to 1,850,000 shares. Notable among those who increased their ownership are Aktia Fund Management Company Ltd for and on behalf of mutual funds managed by it, Alcur Fonder, Unionen and Grens specialisten Förvaltning AB. Also, the company's CEO, CFO, and Chairman of the Board further increased their respective holdings.

**At the beginning of the fourth quarter, Paxman was granted a special arbitral award providing advance possession of the remaining shares in Dignitana AB.** In early November the advance possession was completed, giving Paxman control of all shares in Dignitana AB.

**In October 2025, The American Medical Association (AMA) confirmed the new Category I CPT® code set for mechanical scalp cooling, effective January 1, 2026.**

These codes replace temporary Category III codes 0662T and 0663T: 97007 – Scalp cooling, mechanical; initial measurement and calibration of cap. Reported once per chemotherapy treatment period. 97008 – Mechanical scalp cooling; including hair preparation, individual cap placement, therapy initiation, and pre-cooling period. Reported once per chemotherapy session. 97009 – Mechanical scalp cooling provided after chemotherapy discontinuation, each 30 minutes. Reported in addition to 97008, for post-cooling of 16 minutes or longer.

For more information, see page 23 of the report.

**In October, CEO Richard Paxman joined the UK Prime Minister, Rt Hon Sir Keir Starmer KCB KC MP and senior government officials as part of His Majesty's Government's Trade Delegation to Mumbai, aimed at deepening UK-India business relations following the landmark UK-India Free Trade Agreement in July.** During the mission, the UK delegation, engaged with Indian industry counterparts to explore opportunities across life sciences, clean technology, and innovation, hosted at the Taj Mahal Palace in Mumbai.

**In October, Paxman announced the presentation of data from its ongoing clinical trial for Chemotherapy Induced Peripheral Neuropathy (CIPN) in Singapore at the European Oncology Nursing Society (EONS) Conference, part of the European Society for Medical Oncology (ESMO) Congress 2025 held from October 17-21 in Berlin, Germany.**

The industry sponsored symposium "Strategies for Chemotherapy-Induced Side-Effect Management: Preventing CIPN with Cryotherapy" held on Monday 20th October in front of 200 in-person delegates, was also streamed live to 30,000 delegates at the congress.



**On November 26, 2025, Paxman invited investors and other interested parties to its first Capital Market Day in Stockholm, Sweden.**

During the day, CEO Richard Paxman OBE and Dr. Aishwarya Bandla, Regional R&D Manager spoke about the company's core business of scalp cooling, reimbursement in the U. S. and the merger with Dignitana. A strong focus of their presentation was the company's latest side effect management work related to chemotherapy-induced peripheral neuropathy (CIPN), including a product demonstration.

**In December, Paxman announced that the US Centers for Medicare & Medicaid Services (CMS) issued Final Rules finalising changes for Medicare payments under the Outpatient Prospective Payment System (OPPS) and Ambulatory Surgical Center Payment (ASC) and the Physician Fee Schedule for Calendar Year 2026.**

**At the end of the year, the U.S. Food and Drug Administration (FDA) confirmed receipt of the 510k Submission for the Paxman cryocompression device to prevent chemotherapy-induced peripheral neuropathy (CIPN), a premarket submission made to FDA to demonstrate that the device to be marketed is as safe and effective.** This follows the acceptance into the US FDA's Safer Technologies Program (STeP), and additionally, confirmation that the Category III CPT® Code Application for the device, submitted to the American Medical Association (AMA) in November, is to be included on the Proposed Agenda for the February 2026 CPT® Editorial Panel Meeting.

# Installed Systems Worldwide

January - December 2025

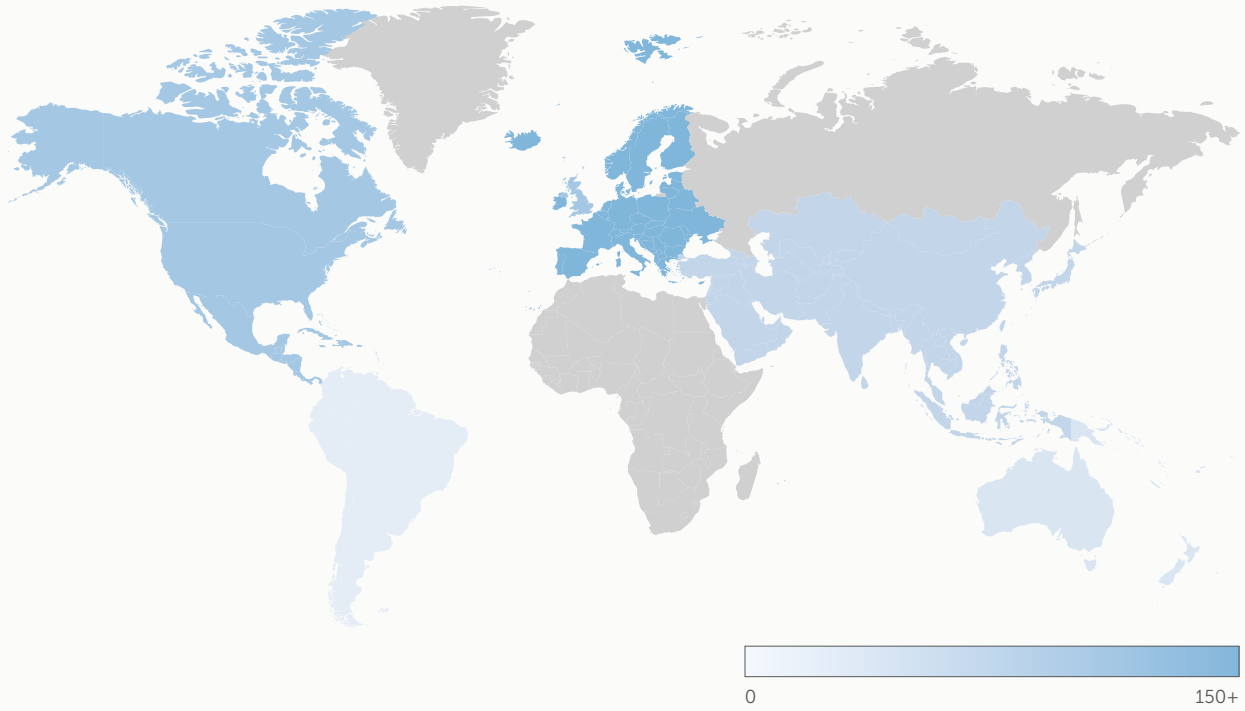
## Paxman System Installs

	2024	2025
UK	134	<b>135</b>
Europe (excluding UK)	163	<b>211</b>
North America	173	<b>144</b>
South America	23	<b>28</b>
Oceania	55	<b>40</b>
Asia	70	<b>77</b>
	618	<b>635</b>

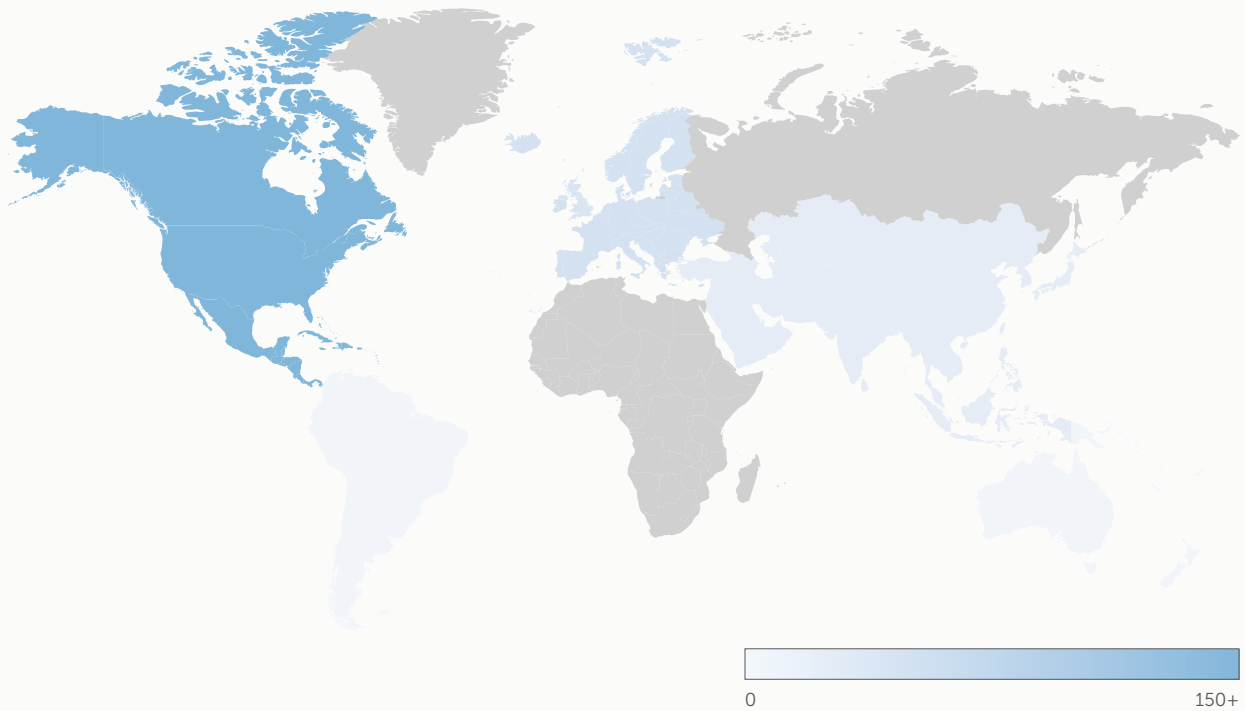
## Global Revenue

MSEK	Paxman Group	Dignitana Group	Total
UK	41.6	0.2	41.8
Europe (excluding UK)	46.9	2.4	49.3
North America	142.1	42.4	184.5
South America	7.2	1.3	8.5
Oceania	7.7	-	7.7
Asia	21.1	0.4	21.4
			<b>313.2</b>

### Paxman System Installs



### Global Revenue





# A COMMENT FROM OUR CEO

Dear Shareholders, without question, this year has been our biggest and best year yet for so many reasons. Reflecting on the year gone by, I want to recognise the impressive efforts of my colleagues around the world. In 2025, we helped more patients and their families than ever before.

Across every part of the business, we have made meaningful progress: from capital raises and strategic mergers to global conferences and regulatory submissions; from product development and clinical trials to rebranding; and self-pay to insurance-based billing. Not to mention the installation of 100's of scalp cooling systems around the world in this year alone.

Over the years, our vision has not altered: ensuring that no matter who you are or where you are in the world, you have access to scalp cooling. Today, that commitment translates into tens of thousands of patients receiving treatment to reduce hair loss during cancer treatment, supported by an extraordinary network of clinical partners and our Paxman team. This growth reflects what is possible with long-term partnerships and patient-centred decision-making. The result is not just growth, but real impact measured in lives supported.

2025 was a record-breaking year for the new group, delivering our highest level of top line sales at 313 MSEK compared to 253 MSEK – a 24% growth on the prior year through a combination of both organic and acquired.

Even with cost pressures from the acquisition, product development and commercialisation, we achieved a strong EBITDA of 28.5 MSEK and ended 2025 with a strong cash position of 121 MSEK, ready for an exciting year ahead.

As early as March last year, we announced a recommended offer to the shareholders of Dignitana to acquire the company – a bold move to start the year.

In the same month, we announced our intention to carry out a directed issue of approximately 1.9 million new shares, raising proceeds of 123.5 MSEK. These funds were not intended, nor used, for the acquisition, as demonstrated by our cash flow. The directed issue is to capitalise on growth opportunities and further strengthen our market position, which includes:

- Commercialisation of our latest innovation, a device used to prevent chemotherapy-induced peripheral neuropathy.
- Investment into Paxman's new state-of-the-art facility, capable of supporting organisational growth through improved workflows and additional assembly lines in 2026 and 2027.
- Further investments into research and development, specifically topical interventions to support improved efficacy of scalp cooling with novel therapies.

In June, we announced the outcome following an extended acceptance period of the takeover bid to the

shareholders of Dignitana. Paxman and Dignitana have been active in the field of side effect management, specifically scalp cooling, for many years as clear market leaders. This acquisition creates a new, stronger group with clear synergies through increased revenues, cost rationalisation, and economies of scale which we expect to see through 2026. This provides exciting opportunities for growth and improved profit margins, enabling further investment in market expansion and research and development.

*“This provides exciting opportunities for growth and improved profit margins, enabling further investment.”*

Taking the best parts of the companies brings not only commercial benefits but also customer and patient benefits, leading to improved shareholder value. Currently, both companies treat less than 1% of the market, and this presents a huge growth opportunity. With the acquisition of Dignitana and their US business, this expedites that same opportunity. We have worked hard over the last 6 months, acting fairly, and quickly identifying where appropriate changes should or can be made, always ensuring that Paxman's corporate vision is maintained. Rationalisation was required to achieve the full benefits that drive profitability and cash flow positivity for the companies.

Progress continues in the USA with our Insurance-Based Billing Model (IBBM). With Category I CPT codes in sight for 2026, the company invested in both coverage and payment activities. Although the number of cancer centres switching to IBBM in 2025 was not as strong as hoped, the interest is now gaining momentum. This is based on the establishment of permanent codes in 2026, state legislation taking place, coverage policies being strengthened, and increasing confidence overall based on strong data from participating cancer centres under the new model. Throughout 2025 we had treated 2,759 patients under IBBM compared to 5,696 patients under our self-pay model. The number of locations under each model is 122 and 560 respectively. Utilisation under IBBM is therefore 122% higher, even with CPT III codes, which are considered temporary and investigatory, and have their own payment and coverage barriers.

Statewide insurance mandates are also gaining momentum following successes in New York and Louisiana in 2025 and most recently Maryland in March 2026. Ten additional states now pursue similar legislation, requiring insurance coverage for provider-delivered scalp cooling therapy to help patients manage chemotherapy-related side effects. We are strongly supporting these efforts as coverage is essential to expanding patient access while reducing financial barriers.

Our international efforts continue to provide growing access to scalp cooling across the world. Markets excluding

the USA and UK delivered 20% growth, driven by both distributors and direct markets such as France, Spain, and India.

One of our most exciting opportunities for the future is our product to reduce chemotherapy-induced peripheral neuropathy. I am incredibly impressed with the progress we have made, but even more excited by our ambitions, the global interest, and ultimately the impact.

*“One of our most exciting opportunities for the future is our product to reduce chemotherapy-induced peripheral neuropathy.”*

Our Singapore clinical trial read outs continue to show strength in the data. Our open clinical trials in the USA are recruiting well and providing positive anecdotal feedback while regulatory processes are on track, ending the year with a submission to the FDA.

We were also incredibly excited following our 2025 submission to the AMA that the Summary of Panel Actions confirmed the approval of three Category III CPT® codes for chemotherapy-induced peripheral neuropathy. For me, this is such a positive step forward. With appropriate coding prior to regulatory clearances, this represents a far stronger starting

position compared to the beginning of our scalp cooling commercialisation efforts.

What a year 2025 was! I have said it before, and I shall say it again: Paxman is defined by its people, now including our wonderful colleagues at Dignitana. The achievements and milestones above would not have been possible without them. It is therefore incredibly important to me that Paxman remains a great place to work, which certainly has its challenges through growth and integration. We have not always got it right, but it is my commitment to our team that we shall continue to do better.

Over the last nine years, we have grown in numbers from 35 to 144 by the end of 2025. Continued investment in our team, upskilling, building on our values, and creating a positive culture is critical for our success. I was pleased to see our strong engagement scores at the end of 2025, but we cannot rest, and we will continue to strive for more. Wellbeing and health remain high on our agenda as we continue to work hard through 2026.

The year ahead is set to be a year of growth and investment. Our key strategic priorities are focused on the Simple Switch – increasing coverage and payment for scalp cooling, expanding the number of cancer centres on our IBBM, and improving utilisation to drive revenues. Our established strategy will support this through stronger payer interactions – both public and commercial – and investment into a field reimbursement team.

Key Performance Indicators	2024	2025
No. of Paxman systems installed / of which North America	618 / 173	635 / 144
No. of patients treated through insurance-based billing*	2,149	2,759
No. of caps sold under the self-pay*	5,172	5,696
Average daily treatment revenue (USD)*	45,084	62,672

\*Figures are Paxman US Inc only, from 2026 Dignitana sites will be included in KPIs



Product commercialisation is also high on our agenda, focusing on the launch of our new neuropathy product. With expected clearances and approvals in the USA and Europe by Q2, preparations are well underway to support manufacturing, appropriate adoption and pathway pilots in both the USA and UK, US reimbursement undertakings, and a US rollout starting in Q4 2026. This will also involve a full company rebrand, moving from a single-product company to a two-product company.

We shall also continue to support our global partners by building on the momentum of 2025 and invest in our direct markets, allowing for stronger business development opportunities.

Operational excellence will also be key in 2026 and beyond. Extensive business process mapping completed through 2025, is now being translated

into digitisation initiatives to allow improvements in efficiencies and adoption of AI where appropriate.

Our final focus, and one we have maintained, is clinical excellence. Through continued investment in research, development, and clinical trials, we maintain our leadership position in side effect management.

Finally, thank you to all the team, our partners, and our shareholders for helping us achieve our new vision: A world where CIA & CIPN are no longer an issue. Where everyone – regardless of geography, ethnicity, financial situation, gender, or treatment regimen – has access to the effective, trusted cryotherapy solutions they need to help prevent the side-effects of chemotherapy.

**I look forward to an exciting 2026!**

Huddersfield, April 2026,  
**Richard Paxman OBE, CEO**  
 Paxman AB (publ)

# ABOUT THE COMPANY

Paxman AB (publ): an international group with its parent company in Sweden.

Founded in the UK in 1996, Paxman is the global market leader in scalp cooling to prevent chemotherapy-induced hair loss with thousands of systems installed globally. The company has a strong connection to Sweden as the CIMON group, an investment company with approx. 150 MSEK in annual turnover, became a large shareholder in 1999.

The company was founded as a family business by Glenn Paxman following his wife Sue Paxman's hair loss in connection with chemotherapy treatment. Today, Glenn and Sue's son Richard Paxman is the CEO of Paxman, and their daughter Claire Paxman holds the position of Director of Clinical Practice Education.

## Market leading chemotherapy side effect management

Paxman develops and offers the Paxman Scalp Cooling System, a market-leading mechanised form of scalp cooling used to minimise hair loss in connection with chemotherapy treatment.

Today, the system is used at a large number of cancer centres and hospitals in Europe, North-, Central- and South America, Asia and Oceania, and more installs are added continuously. Over 100,000 patients are treated with the Paxman Scalp Cooling system every year.

After years of research and development, the company is now launching another chemotherapy side effect management solution to the market - a medical cryocompression device to prevent chemotherapy-induced peripheral neuropathy. Phase I-II and III clinical trials are underway in Singapore and the USA with promising results, with promising results to support FDA clearance and EU MDR applications in 2026. Commercialisation in other markets is planned for 2027.

## Expansion Through Acquisition

In a landmark moment Paxman acquired Dignitana, its competitor, in June 2025 to create a new, unified group called Paxman AB. With common values, a shared mission to prevent chemotherapy hair loss, and operations for this mission in place, a merger between the two companies was a logical option and an exciting step forward.

The acquisition adds 259 U.S. healthcare sites to the portfolio, giving Paxman a significant boost in installed bases – nearly 1,000 in total – that would have taken several years to achieve organically. Moreover, these systems are primarily located in Florida and California, key expansion regions for Paxman.

## *Our Vision*

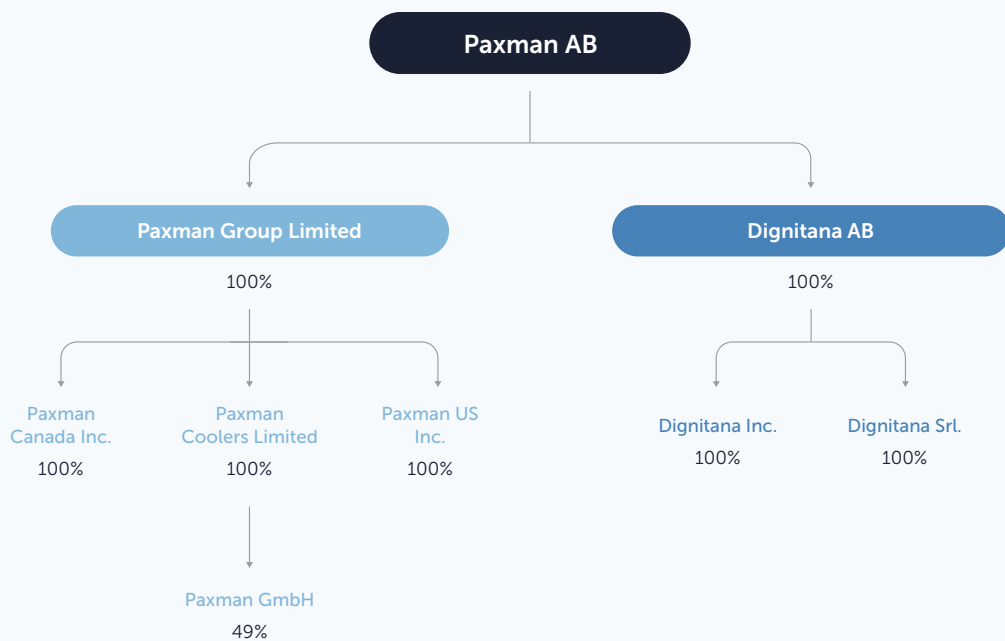
A world where CIA & CIPN are no longer an issue. Where everyone – regardless of geography, ethnicity, financial situation, gender, or treatment regimen – has access to the effective, trusted cryotherapy solutions they need to help prevent the side-effects of chemotherapy.

## *Our Purpose*

Over 20 million people and their families face the life-altering impact of cancer each year. Paxman exists to give them access and choice to proven side-effect management solutions, supporting patients worldwide to prevent CIA and CIPN.

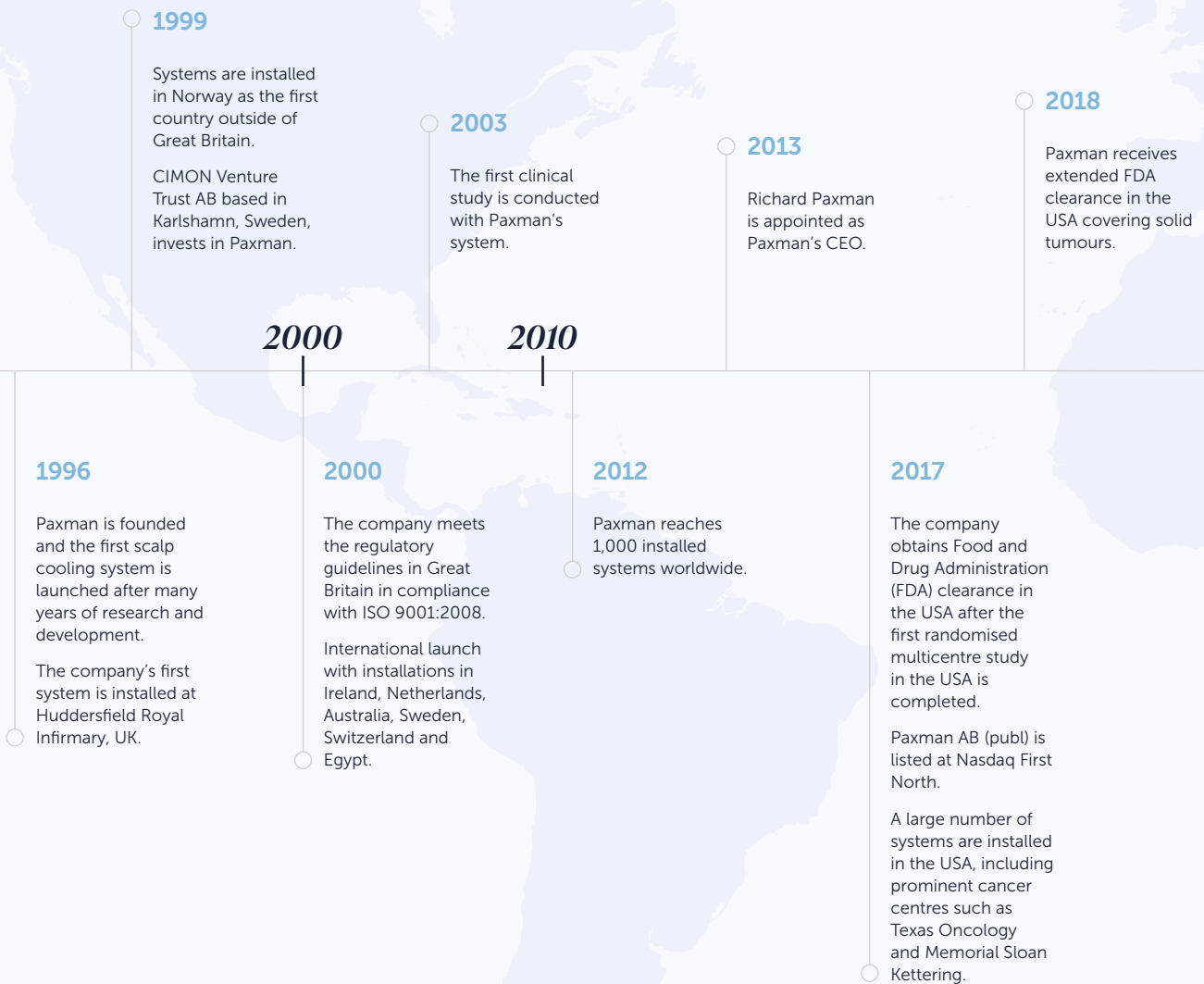


## Company Structure



# Paxman history

(1996 - 2025)





**2020**

**2019**

Development of a cooling and compression system to prevent chemotherapy-induced peripheral neuropathy (CIPN) is initiated with the National University Hospital in Singapore.

**2021**

The American Medical Association (AMA) issues temporary CPT codes for mechanical scalp cooling.  
The first clinical studies using the Paxman Limb Cryocompression System begin.

**2022**

First customers start to use the new insurance-based billing model in the USA.

**2023**

Paxman receives EU MDR approval.  
Paxman Canada Inc. is incorporated in the province of Ontario.

**2024**

AMA issues Category I CPT codes for mechanical scalp cooling, effective January 1, 2026.  
New York becomes the first US state to mandate insurance coverage, effective January 1, 2026.

**2025**

Paxman acquires its competitor, Dignitana, to form a stronger, united company known as Paxman AB.  
Louisiana becomes the next US state to mandate insurance coverage for mechanical scalp cooling while other states introduce similar bills. Paxman launches its 'Simple Switch' campaign encouraging customers to switch to IBBM.  
The Paxman Limb Cryocompression System (PLCS) is accepted into the FDA's Safer Technologies Program (STeP) and an FDA 510K application is submitted.

# Meet the Paxman senior leadership team.



**Richard Paxman, OBE**  
CEO



**Emma Thornhill**  
Group Finance Director



**Martin Stanley**  
Head of Regulatory



**Karin Buck**  
Vice-President, US



**Alexandra Sheldrake**  
Head of Operations



**Louise Aspey-Smith**  
Head of Brand & Marketing



**Patrick Burke**  
Head of Research & Development



**Anna Parker**  
Head of International Sales



**Stuart Rowling**  
Head of UK Sales & Training



**Claire Paxman**  
Director of Clinical Practice & Education



**Liza Hirst**  
EA to CEO / Head of HR

65+

Sold in 65+ markets worldwide

635

systems installed and sold in 2025



# About the Paxman Scalp Cooling System & Preventing Hair Loss

**Scalp cooling is a highly effective, yet simple method to prevent hair loss in connection with chemotherapy treatment of solid tumours. It has long been the only scientifically validated method of reducing chemotherapy hair loss.**

The Paxman Scalp Cooling System (PSCS) revolutionises the way chemotherapy hair loss is managed around the world, and its innovative features can improve the experience for everyone involved, from patients to clinicians.

A cold cap, which comes in two sections - an inner cap and an outer cover - is worn by the patient and is attached to a mobile, compact refrigeration system. It circulates coolant

continually between the system and the cap, extracting heat from the patient's scalp and maintaining it at the optimum temperature for scalp cooling.

Developed over decades of research and development, Paxman's scalp cooling system, maintains safe, consistent cooling to achieve the optimum scalp temperature of 18–22°C. This enables sufficient cooling at tolerable levels, offering maximum hair retention and regrowth. A user-friendly and practical system, it offers an unmatched user experience for patients.

## *How scalp cooling prevents hair loss*

There are four known mechanisms of scalp cooling in connection with chemotherapy.<sup>1</sup>

01

Inducing vasoconstriction, reducing drug perfusion into hair follicle cells

02

Reducing chemotherapy transport into the hair follicle cell due to reduced cellular activity, kinetic energy and membrane fluidity

03

Reducing the rate of hair follicle cell division making it less susceptible to chemotherapy

04

Reduced metabolic activity thereby decelerating processes

<sup>1</sup>Dunnill, C. J., Al-Tameemi, W., Collett, A., Haslam, I. S., & Georgopoulos, N. T. (2018). A Clinical and Biological Guide for Understanding Chemotherapy-Induced Alopecia and Its Prevention. *The Oncologist*, 23(1), 84-96. doi:10.1634/theoncologist.2017-0263





**One Combined Team**

Meet the team delivering change, advocacy and clinician services in the United States. Together they are paving the way for increased access to scalp cooling via the Paxman and Dignitana brands and will become an integral part of the upcoming CIPN device commercialisation process.

***Paxman***

- Karin Buck  
**US Vice President**
- Kate Gayhardt  
**Director, US Program & Operations**
- Holly Adams  
**Senior Director, Reimbursement and Product Strategy**
- Jacqueline Olsen RN, BSN, MBA  
**Director, US Clinical Services**
- Ava Monacelli  
**Market Access & Reimbursement Specialist**
- Tricia Strong  
**US Business Development**
- Chasity Able  
**Senior Customer Service Representative**
- Jocilyn Ross  
**Customer Service Representative**
- Amber Antley  
Cissy Kerrigan  
Jennie Marx  
Jenny Olson, MS, RN, CPHON  
Leah Eidson  
Martha Hickey  
Rachel Kayla  
**Clinical Account Managers**
- Shawna Mayberry  
**US Patient Liaison**

***Dignitana***

- Crista Cody  
**Director, US Clinical Services**
- Melissa Bourestrom  
**Senior Director of Access, Advocacy and Government Affairs**
- MaryBeth Hickman  
**Operations Manager**
- Holly Smith  
**Operations Administrator**
- Libby Patterson  
**Accounting Manager**
- Mish Capahi  
Reena Patel  
Jenn Cook  
Lisa Roub  
Pamerla Bouchereau  
**Clinical Account Managers**
- Samantha Hinkfus  
**Clinical Support Specialist**
- Anita Trejo  
Sheryl Anderson  
Dayana Rosa  
**Patient Support Specialists**
- Becca Goldblat  
Vanessa Barnett  
**Cappers**



## 2025 Highlights

### Team Integrations and Training

The second half of the year saw the integration of the Dignitana team into the Paxman Group, with both US teams meeting face-to-face and undergoing training. Paxman teams were trained on the DigniCap device and vice versa to ensure that sales and customer service remain easily available across the country.

### Influencing state legislation and supporting patient advocates

As legislative bills continue to be introduced across the country, both Paxman and Dignitana have been working more closely on strategies that encourage government mandated coverage, elevate prominent advocates, and secure payer support.

From testifying alongside patient advocates at hearings to closely monitoring legislative progress, the merger with Dignitana has facilitated

growth of the US Market Access team and the introduction of an Insurance-Based Billing Model for Dignitana scalp cooling systems.

### Paxman Survivor Stories

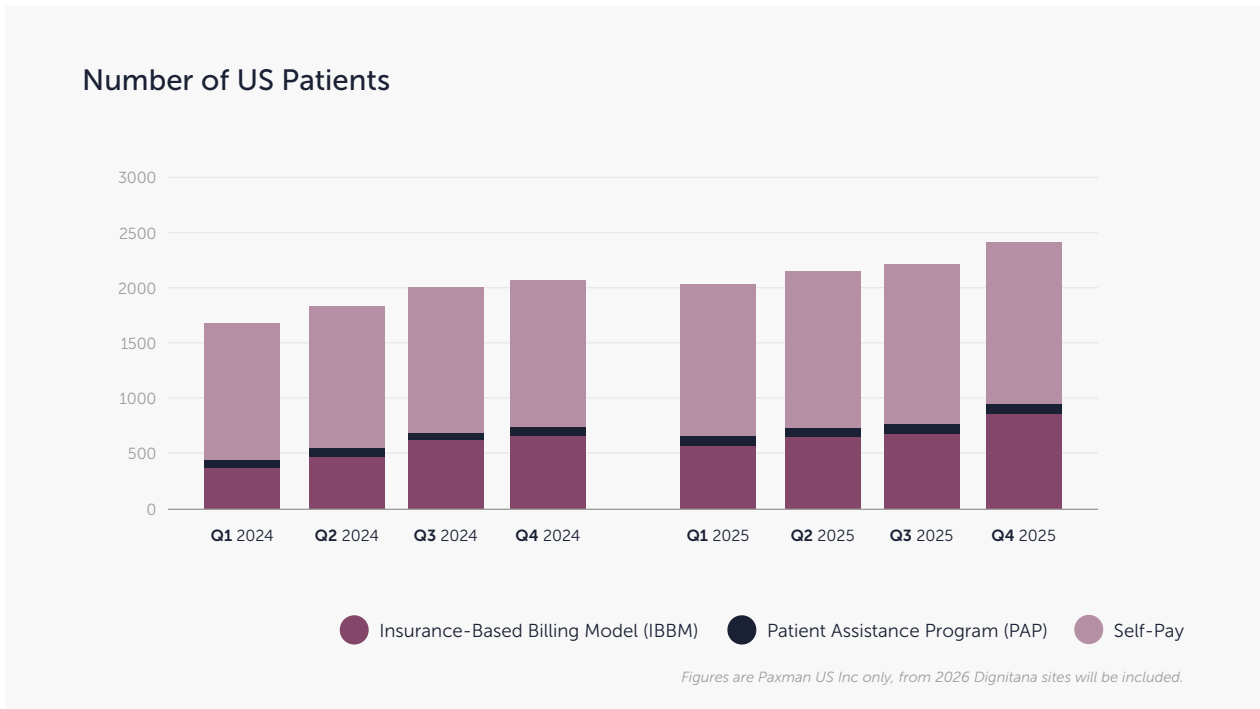
Starting their journeys at Paxman as Patient Liaisons, several individuals within the team have experienced chemotherapy and scalp cooling for themselves. Over the course of 2025, Jennie, Rachel, Shawna and Leah shared their powerful thoughts and experiences from the most challenging time of their lives, how scalp cooling gave them control and eventually led them to Paxman.

Their experiences allowed for a greater understanding, for all, of the difficulties and complexities when patients are faced with chemotherapy and potential hair loss. This campaign also solidified Paxman as a company who truly understands the patient experience with their best interests at heart.

### Paxman Honoured at The LBBC Butterfly Ball

On November 8th, US Paxman and Dignitana colleagues had the privilege of attending the Living Beyond Breast Cancer Butterfly Ball to receive the most humbling honour: the LBBC 2025 Andrea and Abraham Morris Impact Award.

This award, accepted by CEO Richard Paxman OBE on behalf of the company, celebrates Paxman's legacy of compassion, innovation, and care for over 25 years – from the moment founder, Glenn Paxman, was inspired to create the first Paxman scalp cooling system to where the company is today, treating over 100,000 patients worldwide each year.



# REIMBURSEMENT IN THE US

An approximate increase of 38% in the Group’s U.S. customer base leaves plenty of opportunity to continue the Simple Switch campaign, encouraging and actively supporting healthcare facilities to adopt an Insurance-Based Billing Model (IBBM). This model, now applicable to Dignitana locations too, reduces the financial burden on patients, supports equitable access, and aligns with the company’s strategic objective to drive long-term, sustainable reimbursement pathways across the U.S. market.

With recent changes to the reimbursement landscape, we expect to see a larger number of self-pay sites making the switch.

Paxman continues to actively support healthcare facilities and insurers through its **Insurance-Based Billing Model (IBBM)**, which enables providers to bill directly for scalp cooling procedures. This model reduces the financial burden on patients, supports equitable access, and aligns with the company’s strategic objective to drive long-term, sustainable reimbursement pathways across the U.S. market.

#### By switching to IBBM, healthcare facilities across the US can expect:

- ✓ Fair and reimbursable workflows
- ✓ Billing for clinician time using scalp cooling CPT® codes
- ✓ Removal of awkward financial conversations with patients
- ✓ Increase in patient access within their healthcare system
- ✓ A quicker, more reliable process
- ✓ Opportunity to demonstrate leadership in accessible cancer care
- ✓ To remain ahead of changing legislation, patient demands, and decision-making

# Updates to the Reimbursement Landscape

**97007**

**Scalp cooling, mechanical; initial measurement and calibration of cap.**

Report 97007 once per chemotherapy treatment period. Do not report 97007 for each chemotherapy session.

**97008**

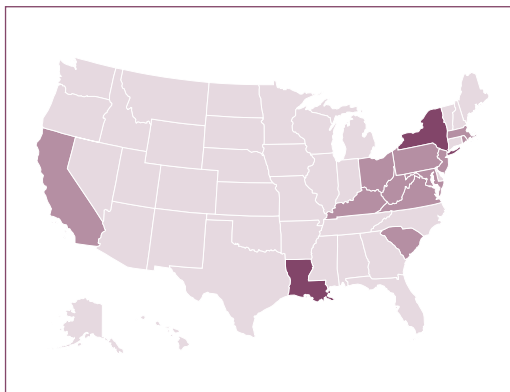
**Mechanical scalp cooling; including hair preparation, individual cap placement, therapy initiation, and precooling period.**

Report 97008 once per chemotherapy session.

**97009**

**Provided after discontinuation of chemotherapy, each 30 minutes; list separately in addition to code for primary procedure.**

Use 97009 in conjunction with 97008. Do not report 97009 for scalp cooling of less than 16 minutes.



**2 States Now Effective**

- New York
- Louisiana

**11 States with Bills Currently Pending**

- California
- Kentucky
- Maryland
- Massachusetts
- New Jersey
- Ohio
- Pennsylvania
- Rhode Island
- South Carolina
- Virginia
- West Virginia

## New Category I CPT® Codes for Mechanical Scalp Cooling Take Effect

As of January 1, 2026, the temporary Category III CPT® codes for mechanical scalp cooling became obsolete, replaced by permanent Category I codes.

Providers using the temporary Category III codes will now bill under the following Category I codes having determined payment rates within their billing, revenue and medical record systems.

It is noteworthy that the American Medical Association (AMA) has made a clear distinction in the usage guidelines that Codes 97007, 97008, and 97009 are not applicable if the scalp cooling device is self-administered by the patient during chemotherapy administration, even if ordered by a Physician.

This further supports Paxman’s commitment in supporting the critical role played by qualified healthcare professionals to ensure the correct and efficacious use of scalp cooling therapy.

## Current Status of Legislative Bills for Scalp Cooling Insurance Coverage

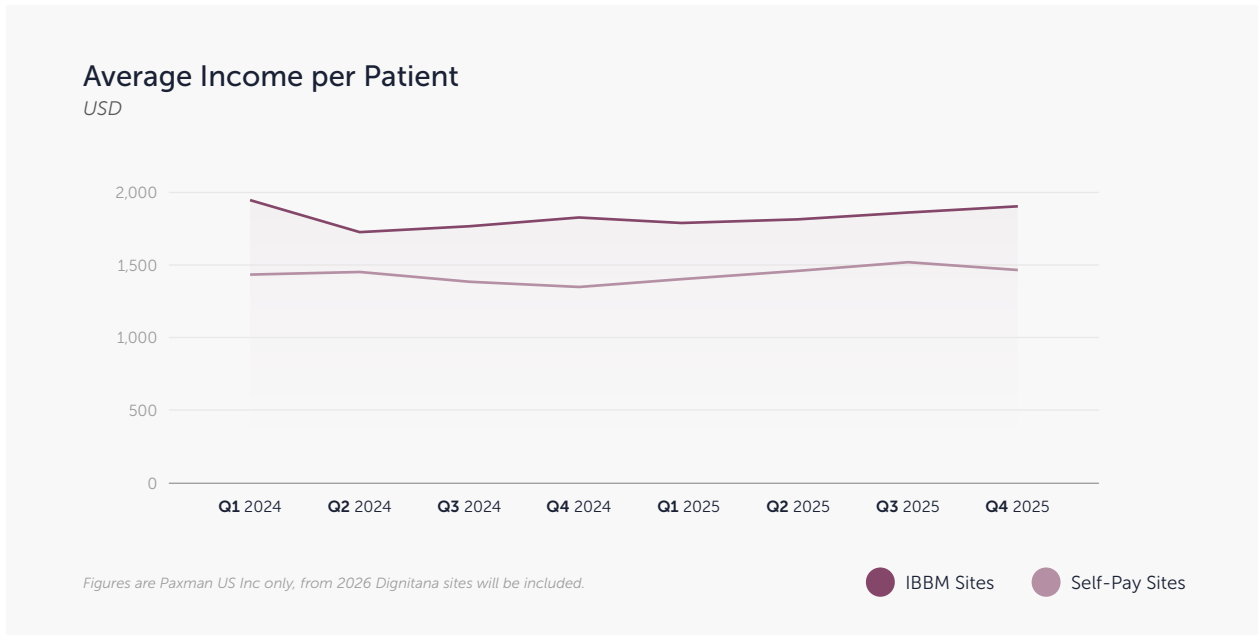
In addition to this milestone, legislation mandating insurance coverage for mechanical scalp cooling is now effective in both New York and Louisiana. Payers are now legally required to reimburse in these states for the treatment coinciding with the new codes and descriptors. Growing awareness of the New York and Louisiana bills, driven by extensive media coverage, has helped generate strong momentum nationwide, with similar scalp cooling insurance coverage legislation already introduced in 11 additional states.

Paxman have actively been engaging with a number of advocates in various states to support positive movement in regard to the ongoing bills, with members of the US team present and testifying at hearings in Massachusetts.

Most recently, Virginia and Kentucky introduced bills in early January, with South Carolina filing their own legislative bill in February. The South Carolina bill would additionally mandate that insurers inform patients about the availability of scalp cooling when approving treatments and that chemotherapy facilities must offer scalp cooling systems to patients for whom it is medically appropriate.

If approved, like New York and Louisiana, these bills will open up more opportunities for chemotherapy patients to undergo scalp cooling via Paxman or Dignitana who may have otherwise been unable to afford it. Paxman hopes that throughout the year, as more successful claims are made under Category I CPT® codes and passed legislation, that more states across the U.S. will introduce similar bills, giving hope and a chance to scalp cool to many more patients.

Paxman’s Simple Switch campaign, which commenced in Q3 2025 and will be a key focus through 2026, not only aims to convince existing self-pay sites of the benefits of Paxman’s IBBM but also provides resources, information and support to customers who have already switched.



## CMS Finalised Medicare Payment Rates

In November 2025, the U.S. Centers for Medicare & Medicaid Services (CMS) Medicare Outpatient Prospective Payment System (OPPS) Final Rule and Medicare Physician Fee Schedule (MPFS) Final Rule for Calendar Year (CY) 2026 were announced.

The payment rates for the three new Category I CPT® Codes 97007, 97008, and 97009 for mechanical scalp cooling, effective January 1, 2026, are detailed below.

Category I CPT® codes for mechanical	APC	OPPS CY 2026 Rates	MPFS CY 2026 Rates	Example MPFS Rate for 6 Treatments*
<b>97007</b> Initial cap fitting and patient education	1516	\$1,450.50	\$1,696.77 per patient, per treatment	\$1,696.77
<b>97008</b> Pre-cooling period	N/A	N/A	\$10.02 per treatment	\$152.40
<b>97009</b> Post-infusion cooling (per 30 min period)	N/A	N/A	\$6.35 per unit, per treatment	\$38.10

\*Average number of treatments per patient is six. Average post infusion cooling time is 120 minutes.

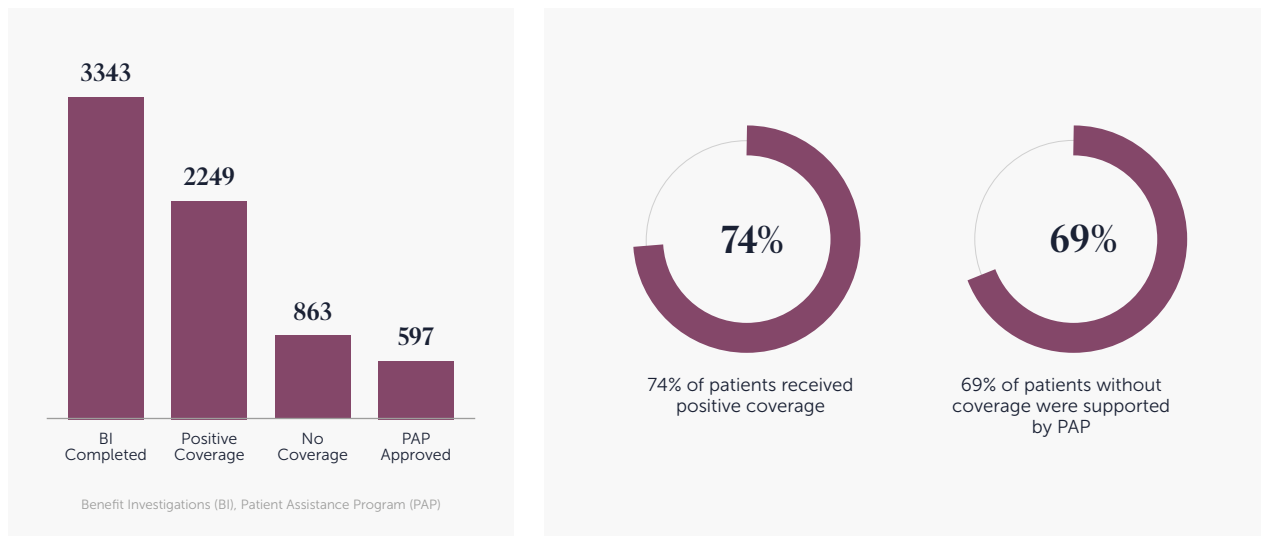
Through continuing to encourage Paxman and Dignitana customers to adopt the Insurance-Based Billing Model – and supporting those who have already – Paxman hopes to help create a wide pool of billing data over the course of 2026, with which CMS can use to more accurately inform its proposed and final rule for CY 2027. The more the CPT® codes are billed, the more likely we are to see positive changes in the future. This data can be used by CMS to more accurately inform its proposed and final rulemaking for CY 2027. Broader utilisation of the CPT® codes further increases the likelihood of positive future reimbursement and policy developments. We continue to work closely with CMS to better understand the work involved by providers offering scalp cooling.

“Our long-term goal is to expand patient access to scalp cooling, and therefore our ongoing focus is to ensure providers receive fair reimbursement for providing this treatment.

We are confident that this will not slow or hinder our momentum, and it is important to recognise that each development represents a positive step in the right direction.”

**Richard Paxman OBE,**  
CEO, Paxman Scalp Cooling

## Paxman US Metrics



*Note - only Paxman US data is provided for presentation purposes until internal systems are fully integrated from 1st January 2026 with comparable reporting. Only providers using the full hub services are included in this data set - June 22 to January 26.*

## Paxman Hub Services

Paxman continues to implement a process, as part of its Insurance-Based Billing Model, to help open access to Paxman Scalp Cooling for any US patient regardless of their insurance coverage or financial situation. The service offering helps patients and providers access scalp cooling through Paxman Hub services, and these services are offered through CoverMyMeds – a McKesson Company. These enhanced services include; benefits investigation to determine patient insurance coverage and level; prior authorisation assistance to support use of Paxman Scalp Cooling; help with the appeals process to support Paxman use when coverage is denied by insurance company; a generous Paxman Patient Assistance Program (PAP) for free goods to qualifying patients.

### The Paxman Patient Assistance Program

To ensure the most equitable access possible, Paxman’s IBBM features a generous Patient Assistance Program. If patients qualify for the PAP, they will receive a Cap Kit free of charge from their provider, and the Paxman Hub will send a replacement Cap Kit to the provider. The provider will not charge the patient for the Cap Kit or any scalp cooling treatments. This Program is a best-in-class offering and emphasises Paxman’s commitment to ensuring equitable access for all patients who want to scalp cool.

Under the insurance-based billing model contract, the Paxman PAP assists patients who:

- Are under or uninsured for scalp cooling
- Reside in the US and have a physical US address
- Have an on-label diagnosis
- Have a valid prescription for scalp cooling from a licensed prescriber
- Have a household income of 6x US Federal Poverty Level or below

“No one should have to choose between preserving their dignity and affording treatment.”

**Kimberly James LaBrier,**  
Scalp Cooling Advocate

### Customer Data Demonstrates Positive Momentum

Paxman’s Simple Switch campaign - along with landscape changes – has driven customers to adopt the Insurance-Based Billing Model. The proportion of customers offering reimbursement is expected to grow over the course of 2026, increasing the number of patients accessing scalp cooling and in turn, net sales and average daily treatment revenue (ADTR).

## The Simple Switch Webinar



In October 2025, Paxman hosted its first webinar on scalp cooling reimbursement in the United States – The Simple Switch. Over 260 attendees tuned in to hear from key opinion leaders Steven Isakoff, MD, PhD, Alicia Coffin, MSN, RN, OCN, NE-BC and Andrea Smith, MSN, RN, CBCN in addition to Richard Paxman OBE and patient voices.

The webinar covered topics such as

- The current position of access and reimbursement for scalp cooling
- How Category I CPT® Codes (effective Jan 1, 2026) create a pathway for fair coverage
- The benefits and practical steps for implementing the Paxman Insurance-Based Billing Model (IBBM)
- Real-world perspectives from oncologists and nurses on improving patient access and reducing financial toxicity

Through this webinar, followed by an interactive Q&A, healthcare practitioners and providers had a direct touchpoint with the Paxman team to understand what these upcoming changes would mean for them and where to start. With real world evidence and strategies, Paxman’s audience left with valuable and practical insights on how to implement the Insurance-Based Billing Model and what they could expect as a result.

**The recording of the webinar is available to watch on demand at: [paxmanscalpcooling.com/the-simple-switch-webinar](http://paxmanscalpcooling.com/the-simple-switch-webinar).**

259 Viewers  
 191 Peak Views  
 42:16 Average Time Watched  
 182 Hours Total Time Watched

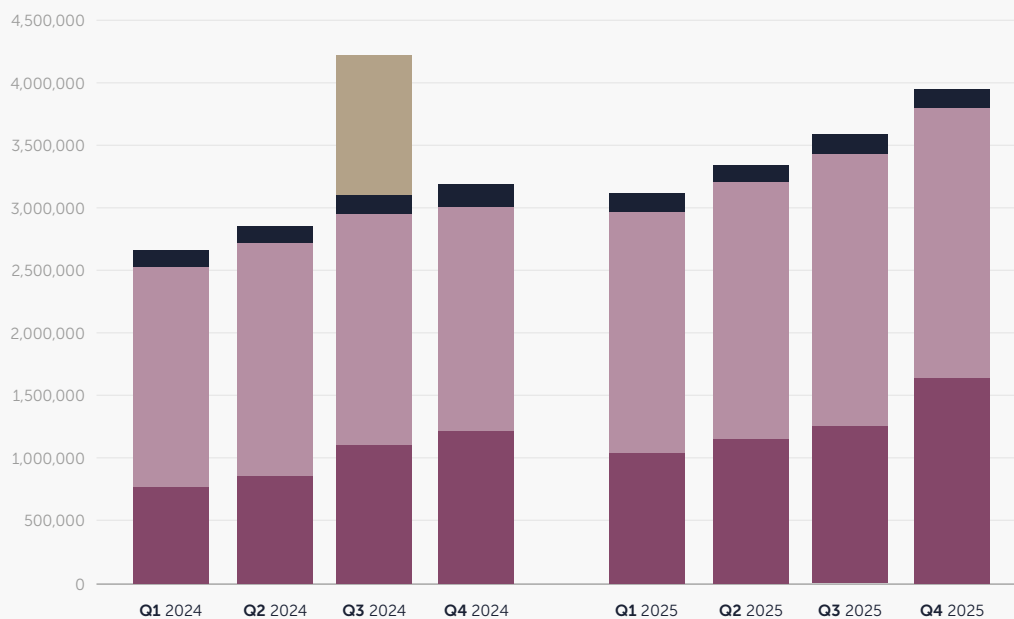
### The Full Story

For a full history of the reimbursement landscape, including the legislative bills, Category I CPT® Code announcement, and subsequent CMS Proposed Rules and APC rates, please refer to the 2025 Quarterly Reports at [www.paxman.se](http://www.paxman.se).

**The latest news coverage on scalp cooling reimbursement in the US can be found on Paxman’s dedicated US Access and Support Page.**

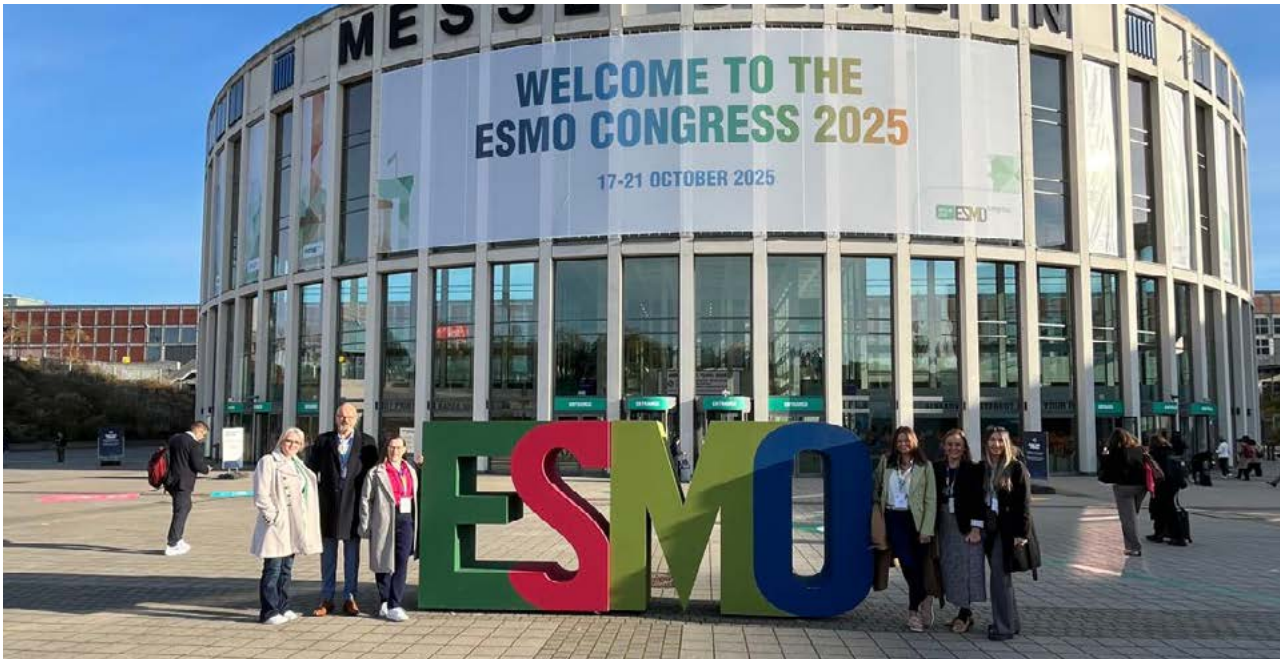
### US Net Sales

USD



Figures are Paxman US Inc only, from 2026 Dignitana sites will be included.

● IBBM ● Self-Pay ● Rental/Other Net Sales ● VA Net Sales



# ONE GLOBAL TEAM

In 2025, Paxman's International Market sales (excluding US and UK) experienced an impressive 20% growth (£6.5m) compared to the previous year (£5.4m).

With a range of initiatives designed to make scalp cooling accessible to both patients and customers, the team were awarded Heroes of British Export at the 2025 Made In Britain Awards for their success, recognising Paxman's significant international expansion.

From proactive work on reimbursement outside the U.S., to affordable/flexible business models for sensitive markets and strong engagement with a range of stakeholders, Paxman's innovation, localisation initiatives, and global clinical recognition have facilitated the company's significant and strategic international expansion experienced in recent years.

The company's 2025 global sales efforts were also bolstered by the addition of new staff over the course of the year:

- An International Marketing Manager to deliver distributor and market specific support, including the launch of a distributor resource portal.
- Three regional managers to ensure further regionalised focus and support (Middle East, Latin America & Asia, and Europe)
- Integration with the Dignitana International Team

Paxman Scalp Cooling is recognised in leading clinical guidelines across Germany, Netherlands, US, UK, Japan, Australia, and France, with ongoing efforts to have scalp cooling included in guidelines in Italy, Sweden and other markets, reflecting growing global credibility and driving adoption by patients and providers.

# 2025 Highlights: What Growth Around the World Looks Like

## Europe

The market in France saw a 25% growth compared to the previous year which included five scalp cooling systems installed at Gustave Roussy Cancer Centre in Paris, one of the world's top-ranked cancer centres in the world. The company also won tenders and contracts as the preferred supplier both to Helpévia (a private sector purchasing group) and the exclusive partner of UniHA (a public sector purchasing group).

Tremendous growth was seen in Spain – over 100% compared to 2024 – with the supply and installation of nine scalp cooling systems across the Extremadura region instrumental to this achievement.

In Germany, Paxman presented new CIPN prevention data to a full auditorium during an ESMO/EONS Symposium in Berlin, which included results from the company's ongoing trial in Singapore. More details can be found on page 30 of the report.

A trial was launched at Docrates in Scandinavia, a private hospital group, which aims to strengthen positive perceptions of scalp cooling and assess

its benefits for both staff and patients, laying the groundwork for future expansion.

Em-Med, Paxman's partner in Poland, along with end-users took advantage of EU funding to secure more installations across the country, resulting in £420K of revenue.

In the UK, 142 systems were sold during 2025, and four new hospital sites were onboarded in Ireland – a region that has typically been a challenging landscape to navigate. Paxman expect to see more progress in Ireland during 2026, starting with supporting the Irish Cancer Society's Daffodil Day launch.

Paxman also launched its support to UK hospitals with resources and guidance on volunteering programmes, taking inspiration from similar programmes in the Guy's & St Thomas and Gloucestershire Hospitals NHS Foundation Trusts. This project is designed to reduce nursing burden by offering NHS Trusts an alternative method to their existing cap fitting workflows.

## Asia

The Asia region has consistently been an area of great opportunity, with markets such as Japan maturing further, and countries in which Paxman is beginning to break ground.

For example, a dedicated video message from CEO Richard Paxman was shown at Shikoku Cancer Centre in Japan in a special commemorative event to recognise a total of 2,000 patients completing scalp cooling treatment at that centre alone. The company is also starting to see early signs of a reimbursement model for scalp cooling in Japan, where subsidies are offered through local authorities.

CEO Richard Paxman also joined the UK Prime Minister on a trade mission to India, another of our established markets, ahead of trade tariff reductions

between the two countries. The UK delegation consisted of business leaders across key sectors such as Rolls-Royce, Barclays Bank, and BP.

On the other hand, a new technology assessment was successfully completed in South Korea, despite previous official appeals, which opens this market up to scalp cooling treatment.

Other markets within the Asia region including Singapore, Thailand, Indonesia and Malaysia should contribute to further growth in 2026 as Firebird Biologics PTE were appointed as an official distributor in Paxman's ASEAN territories in December 2025, coinciding with attendance at the ESMO Asia Conference. The partnership also has potential scope for Brunei, Cambodia, Laos, Myanmar, Philippines and Vietnam.

## Middle East

Paxman started its 2025 events schedule in the Middle East, attending Arab Health in Dubai, with a live demonstration of the Paxman Scalp Cooling System, talks with a former scalp cooling patient, and presentation of data from The Scalp Cooling Registry.

Later in the year, Gulf Medical Co. was appointed as Paxman's partner in the Kingdom of Saudi Arabia and listed on Nupco, the Saudi Arabian equivalent of the NHS supply chain in the UK, bringing the country one step closer to delivering its health transformation agenda.

## Latin America

The Latin American region has presented numerous opportunities for new partnerships and expansion which Paxman continue to explore. With the Dignitana acquisition, Paxman were also able to open doors in previously inaccessible markets such as Chile, where E&G became a Paxman distribution partner, opening access to a broader network of clinics and hospitals.

Partnership opportunities in Paraguay and Bolivia also began to materialise, presenting significant opportunities for regional expansion.

## Canada

In Canada, awareness and recognition of The Paxman Scalp Cooling System has been growing. Most notably, scalp cooling successfully gained approval from the Canadian Cancer Society for inclusion on their website, while talks with the Ontario Provincial Government to make scalp cooling accessible for all have commenced.

Further increasing awareness, Paxman landed in the spotlight across Ontario, through media coverage from outlets such as The Toronto Star and CTV News. The company also co-hosted the first Grand Rounds at Sunnybrook hospital, with key opinion leader, Dr. Julie Nangia, from Baylor College of Medicine.



# REDUCING NERVE DAMAGE FROM CHEMOTHERAPY

Chemotherapy-induced peripheral neuropathy (CIPN) is a related indication causing chronic, long-term nerve damage in the hands and feet. Symptoms manifest themselves as deficits in sensory, motor, and/or autonomic functions of varying intensity and they can significantly reduce a patient's functional quality of life.

CIPN occurs when certain chemotherapy drugs damage peripheral nerves outside the brain and spinal cord that control sensation, movement, and some autonomic functions. The damage is usually to the axons (nerve fibres), their insulation (myelin), or the supporting cells, but varies among the different classes of drug depending on their physical and chemical properties and single or cumulative doses.

CIPN arises through multiple biological pathways. Chemotherapy can disrupt the structural framework of nerve cells, impair their energy production, damage DNA, and trigger cell death. It can also alter nerve signalling, cause inflammation, reduce essential growth support, and disturb calcium balance. Together, these effects contribute to nerve damage and the development of CIPN.

- ✓ CIPN is a severe dose-limiting toxicity impacting the quality of life of over 3 million cancer patients globally every year.<sup>iii</sup>
- ✓ Incremental costs to society for CIPN exceed \$17K per patient, per year on average.<sup>iii</sup>
- ✓ Among breast cancer survivors treated with taxanes, CIPN symptoms persisted in approximately 30% of patients up to 3 years after chemotherapy, with some reporting symptoms beyond 5 years.<sup>iv</sup>

## *The Paxman cryocompression device to prevent chemotherapy-induced peripheral neuropathy*

Cryotherapy and compression have shown significant potential in preventing CIPN, but there is an urgent need for a device that can deliver consistent cooling. As such, Paxman has been developing a portable cooling and compression device since early 2019 and are on the precipice of commercialising a product, which can be used in conjunction with scalp cooling.

The Paxman cryocompression device delivers controlled cooling and compression to the hands and feet before, during, and after chemotherapy infusion. Compact and lightweight, the system comprises a miniaturised vapor-compression refrigeration unit connected to specialised gloves and boots via two circulating coolant lines.

On the device side, each coolant line splits in two, branching towards the wearables so that each branch connects to a glove or boot. While the gloves and boots differ in shape, they provide the same functionality. Cooling channels inside the wearables distribute temperature evenly across the limbs, ensuring reliable and consistent therapy delivery.

A specialised circulating coolant is formulated to maintain stable heat

exchange and consistent flow even at low temperatures. Thermo-chromic indicators provide immediate visual confirmation that treatment temperatures have been reached and maintained, supporting safe and efficient clinical use. An integrated pneumatic module delivers gentle rhythmic compression, improving comfort and helping maintain consistent contact between the wearables and the skin.

Through targeted cooling and compression of the hands and feet, Paxman's cryocompression system aims to reduce the incidence and severity of chemotherapy-induced peripheral neuropathy (CIPN) in cancer patients receiving systemic neurotoxic chemotherapy or combination therapy. The therapeutic effect is based on several mechanisms:

- Localised cooling lowers skin temperature to protective levels
- Cooling induces vasoconstriction (reduced blood flow)
- Reduced circulation limits delivery of chemotherapy agents to peripheral nerves
- Gentle cyclic compression improves cooling tolerance and wearable contact

Together, these effects reduce metabolic activity in the tissue and minimise chemotherapy exposure to vulnerable nerve endings.

This device builds on established regional cooling principles used in supportive cancer care. Clinical and feasibility studies demonstrate that cryocompression is safe, well tolerated, and capable of delivering deeper cooling with improved comfort compared with cooling alone. Early evidence indicates meaningful reductions in neuropathy severity, with ongoing large-scale trials evaluating long-term effectiveness.

Early evidence indicates meaningful reductions in neuropathy severity, with ongoing large-scale trials evaluating long-term effectiveness.



## Clinical Trials and Evidence

### The US SWOG S2205 ICE COMPRESS Study

A phase III, three-arm, multi-centre, randomised efficacy study initiated in 2023, supported by the National Cancer Institute in the USA, plans to recruit 777 cancer patients across a minimum of 25 sites. 557 patients have already been recruited as of 24th February 2026.

The study has two primary objectives, with several secondary objectives:

#### Primary Objectives

1. To compare the proportion of participants who develop clinically meaningful CIPN at 12 weeks in participants treated with taxane-based chemotherapy randomized to one of 3 study arms.
2. Clinically meaningful CIPN: absolute increase of 8 or more points over baseline in the CIPN-20 sensory neuropathy subscale score.

#### Secondary (comparison across study arm):

- Mean CIPN-20 sensory neuropathy scores (0-100) at 12 weeks
- Objective sensory and motor function tests (Neuropen, tuning fork, Get Up and Go test) at 12 weeks
- Trajectories over time (6, 12, 24, and 52 weeks) for clinically-meaningful CIPN
- Proportion of participants who develop clinically-meaningful CIPN at 12 weeks
- Rates of study-device related NCI-CTCAE adverse events at 12 weeks

This randomised trial is expected to confirm Phase II findings from the Singapore Trial and provide extensive data from its sizeable cohort for rigorous data analysis. Its randomised nature ensures participants are assigned randomly into different groups to compare the effects of the CIPN intervention. Considered the most reliable form of clinical trials when evaluating new treatments, it reduces bias and ensures groups are comparable.

### New CIPN prevention data from Singapore trial revealed at ESMO/EONS18

At the European Society for Medical Oncology (ESMO) Congress 2025 and the 18th annual congress of the European Oncology Nursing Society (EONS18) in Berlin, Hope Rugo, MD, FASCO, Division Chief of Breast Medical Oncology and a Professor of Medical Oncology and Therapeutics Research at City of Hope, showed new data on CIPN prevalence, presenting the Paxman Limb Cryocompression Device as a solution.

As part of the industry-sponsored symposium "Strategies for Chemotherapy-Induced Side-Effect Management: Preventing CIPN with Cryotherapy", held on Monday 20th October, the data was presented in front of 200 in-person delegates and streamed live to 30,000 delegates at the congress. Her presentation shared new data from the ongoing single-arm phase I-II study from multiple sites in Singapore which evaluates the safety and efficacy of the novel wearable limb cryocompression device, in which 79 out of 94 patients completed all planned taxane-based chemotherapy with limb cooling. The optimal 'dose' (optimal temperature of 11°C and pressure 5-15mmHg) was based on results from the prior pilot study. In this latest data release, all planned treatments with cryocompression meant limb cooling was well tolerated at 11°C and concomitant scalp cooling did not affect tolerance of cryo-compression ( $p=0.181$ ).

Physician assessed CIPN Common Terminology Criteria for Adverse Events (CTCAE) grading was used at the end of treatment: **Grade 1:** Mild symptoms; clinical or diagnostic observations only. **Grade 2:** Moderate symptoms; limiting instrumental ADL or mild/moderate impact on age-appropriate normal daily activity (pediatric). **Grade 3:** Severe symptoms; limiting self-care ADL or severe impact on age-appropriate normal daily activity (pediatric). **Grade 4:** Life-threatening consequences; urgent intervention indicated. **Grade 5:** Death.

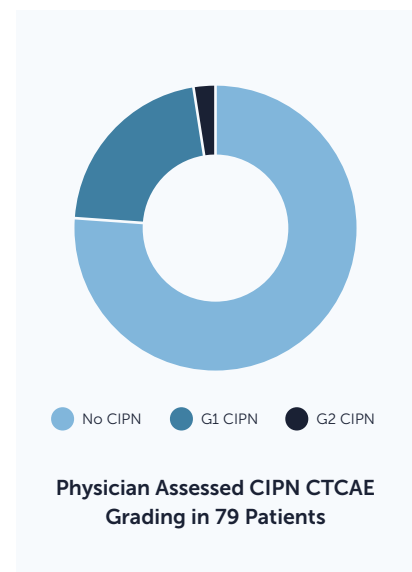
**75.9% (60/79) of patients did not experience CIPN, 21.5% (17/79) had**

**Grade 1 CIPN and 2.5% (2/79) had Grade 2 CIPN. 2 patients with Grade 1 neuropathy pre-treatment remained stable.**

Patient Assessed European Organisation for Research and Treatment of Cancer (EORTC) QLQ CIPN-20 Score, a questionnaire developed to assess the quality of life of cancer patients, showed about 15% of patients reported clinically significant CIPN, defined as an increase of  $\geq 3$  points or more on the EORTC QLQ-CIPN 20 sensory neuropathy subscale.

The study concluded that the use of limb cryocompression:

- is safe and well-tolerated at 11°C in patients receiving taxane-based chemotherapy
- can be safely administered with scalp cooling therapy
- shows promising data in reducing the rates of taxane-based CIPN compared to historical data
- 15% of patients reported clinically significant CIPN
- 21.5% of physicians assessed CTCAE G1 CIPN and 2.5% CTCAE G2 CIPN



## New cryocompression study and Dana-Farber Cancer Institute

A new interventional study has begun recruiting at the Dana-Farber Cancer Institute in Boston Massachusetts. 'Evaluating the Use of Limb Cryocompression to Reduce Taxane-induced Peripheral Neuropathy', a randomized controlled trial, is led by Theresa Jabaley, PhD and hopes to recruit approximately 50 patients.

The study aims to evaluate the effectiveness, tolerability, and safety of using cooling therapy and pressure (cryocompression) to reduce peripheral neuropathy. 50 participants are expected to take part in this study, with 7 already recruited. Study completion estimated in August 2027. The research is sponsored by Paxman, with Dr. Aishwarya Bandla, Regional R&D Manager, supporting the Dana-Farber team.

50

participants expected

August 2027

estimated completion date

## Regulatory Pathways and the Road to Commercialisation

The transition from research and development to navigating regulatory pathways has already begun.

Appropriate regulatory testing and subsequent submissions to both the U.S. FDA and UK BSI are complete, with outcomes pending. Product launches in other select markets are currently being planned for 2026 with launch to other key markets anticipated in 2027.

In October of 2025, the Paxman device for the prevention of CIPN, was accepted into the US FDA's Safer Technologies Program (STeP). The Program is a voluntary initiative designed to accelerate the development and clearance of medical devices that have the potential to reduce known risks associated with current treatments for non-life-threatening conditions.

Confirmation that the Paxman cryocompression device meets the eligibility factors for STeP is an important milestone in Paxman's regulatory pathway towards FDA clearance of this new technology.

The FDA then confirmed receipt of Paxman's 510k submission for the device – a premarket submission to demonstrate that the device to be marketed is safe and effective – in late December 2025. The application was assigned to a lead reviewer in the Division of Health Technology within the Office of Health Technology.

Meanwhile, the American Medical Association (AMA) confirmed a successful application for Category III CPT® Codes for the device on 20th February 2026.

The new Category III codes establish a standardised reporting pathway for mechanical extremity cryocompression therapy delivered in conjunction with neurotoxic chemotherapy. The three-code structure mirrors the established coding framework for Paxman's FDA-cleared scalp cooling system, supporting structured reporting, data collection, and payer engagement. This significant acknowledgement by the AMA not only ensures wider patient access early in the product's lifecycle but provides a pathway for expedited business growth in the United States.

"Entering the market with an established Category III code places Paxman in a strong position from the outset. Our expansion into cryocompression to reduce CIPN reflects Paxman's long-term commitment to advancing side effect management in oncology. With robust clinical programs underway, we are building the evidence required to support thoughtful integration of this therapy into routine oncology care."

CEO, Richard Paxman OBE

These temporary codes for emerging technology can be assigned Ambulatory Payment Classification (APC) rates – much like the Paxman Scalp Cooling System has – under the Medicare Outpatient Prospective Payment System (OPPS). The Centers for Medicare and Medicaid Services (CMS) assigns these codes to APC groups based on clinical similarity and resource use, enabling reimbursement for procedures.

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PAXMAN°

# RESEARCH & DEVELOPMENT

Paxman continues to invest in an ambitious research and development programme designed to enhance the performance, usability, and reach of its scalp cooling technology while advancing innovation across chemotherapy side-effect management.

Throughout 2025, the company made substantial progress across multiple development initiatives, bringing Paxman closer to becoming a multi-product business. A next-generation cooling cap and a device designed to prevent chemotherapy-induced peripheral neuropathy (see page 30) are both approaching commercialisation, with additional projects advancing in parallel.

These developments reinforce Paxman's strong strategic position. Sustained investment in innovation is expanding the company's technological capabilities today while laying the foundation for meaningful long-term growth and diversification.

## New cap and cover design

### Innovation begins with listening.

Over several years, Paxman has actively gathered feedback from patients and clinicians using the Paxman Scalp Cooling System, capturing real-world experiences, challenges, and opportunities for improvement.

Their feedback became the foundation for change, identifying what worked, what required refinement and what customers and patients needed next.

Initially, the project for a new cap and cap cover – in partnership with the University of Huddersfield – focused on improving manufacturing scalability while demonstrating commitment to environmental sustainability – “eliminating the unrecyclable”. However, insights from users of the existing silicone cap and neoprene cap cover expanded the scope of the initiative, creating an opportunity to deliver meaningful improvements to comfort, usability, and treatment experience.

As a result, Paxman has achieved several key advances:

- Improved real-world usability even further
- Improved comfort and secure positioning
- Enhanced practical handling during treatment
- Integrated sustainability through recyclable materials

What began as an environmental objective became a comprehensive user-centred redesign.

The redesigned cooling cap and cap cover have been engineered to function as a fully integrated two-part system, delivering improvements across performance, usability, comfort, and fit.

Each element of their design complements the other – enhancing the fit, maximising scalp contact, and helping to achieve the best results possible.

The new cap is the world’s first 3D formed recyclable scalp cooling cap. It is thinner, lighter and more flexible enabling improved comfort and adaptability across a wide range of head shapes. At the same time, it delivers greater durability and reliability than its silicone predecessor.

The redesigned cap cover further enhances performance by applying targeted, localised pressure to areas that typically experience a poorer fit, improving scalp contact and allowing the cap to achieve its full cooling potential. A softer material and improved insulation increase comfort, while a simplified fitting method ensures secure positioning and even pressure distribution across the scalp.

Together, these advancements represent a significant step forward in treatment experience, clinical usability, and sustainable product design.

### Miniaturisation of cooling technology

Progression of the cryocompression device has allowed Paxman to create smaller and more compact cooling technology. Reducing the size of apparatus and therefore the amount of valuable space occupied in hospital treatment areas and cancer centres will allow for cryotherapy treatment for the prevention of both chemotherapy-induced alopecia and peripheral neuropathy simultaneously. Similarly, it provides the option for treating two patients with either device, serving more patients without taking up additional space.

For more information on Paxman’s neuropathy device, see page 30.

### Topical agent to improve scalp cooling efficacy

While scalp cooling efficacy has improved significantly over the past decade, some degree of hair shedding remains common, even among patients with high levels of retention.

To address this, Paxman has partnered with Dr. Nikolaos Georgopoulos and his team, formerly of the Paxman Research & Innovation Centre and now at Sheffield Hallam University, to develop topical formulations designed to minimise or prevent chemotherapy-induced alopecia when used alongside scalp cooling.

Research led by the Sheffield Hallam team has developed lipid nanoparticle formulations capable of delivering antioxidants directly to the hair follicle prior to cooling treatment. The project has focused on producing nano-particulate formulations incorporating

three reactive oxygen species inhibitors, optimised for effective skin delivery. Extensive in vitro laboratory data demonstrates their ability to prevent hair follicle cell cytotoxicity when combined with cooling across multiple chemotherapy agents.

These formulations have the potential to significantly enhance scalp cooling effectiveness and accelerate post-treatment hair recovery. The research, authored by Khalidah Ibraheem, Adrian Smith, Andrew Collett and Nikolaos Georgopoulos, was published in *Frontiers in Pharmacology* in July 2025 and received widespread UK media coverage, reaching an estimated 1.3 million people.

Paxman is now progressing formula optimisation of the Nano Lipid Carrier with a commercial partner, moving this innovation closer to clinical and commercial application.



# CLINICAL STUDIES & COLLABORATIONS

Paxman's scalp cooling is continuously evaluated with different types of chemotherapy treatments and patient groups in order to gain further knowledge and improve the treatment efficacy and patient experience.

Paxman are pleased to have not only the most published peer reviewed data using its scalp cooling systems, but the most open and active studies, advancing our knowledge with a view to improve efficacy and access globally.

## Recently published studies of significance

**'Prevention of chemotherapy drug-mediated human hair follicle damage: combined use of cooling with antioxidant suppresses oxidative stress and prevents matrix keratinocyte cytotoxicity'** by Khalidah Ibraheem, Adrian Smith, Andrew Collett, and Nikolaos T. Georgopoulos.

This study, as referenced on page 35, explores a novel approach to enhance the effectiveness of scalp cooling in preventing chemotherapy-induced alopecia (CIA). The authors introduce a

potential antioxidant strategy, that when used alongside scalp cooling, may offer significantly increased protection for the hair follicle. It found that chemotherapy increases production of harmful reactive oxygen species (oxidants) in cell cultures that mimic human hair follicles (matrix keratinocytes). While cooling alone was shown to suppress this harmful ROS production, antioxidants were able to protect from drug-induced toxicity by reducing ROS production, therefore preventing hair follicle cell damage. Cooling at 18°C combined with their

identified antioxidants provides the strongest protection and may benefit patients who do not achieve optimal scalp temperatures during treatment. Ultimately, this research provides a compelling case for a combined cooling plus antioxidant approach, which may redefine the standard for chemotherapy-induced alopecia prevention. Determination of commercial partners to commerce upscaled production of the topical agent are underway.

## Ongoing Clinical Trials

### Scalp Cooling for Chemotherapy-Induced Alopecia in Patients of Color

**Location:** Montefiore Medical Center

This study evaluates the effectiveness of scalp cooling in patients of colour receiving chemotherapy for breast or lung cancer. Due to limited representation and reduced efficacy in prior studies, the research focuses on techniques to improve scalp cooling for hair types 3 and 4. It also investigates the molecular mechanisms behind persistent alopecia by following patients up to 6 months after completing final treatment. The study will enrol an estimated 30 participants.

Primary investigator of the study, Beth McLellan, recently spoke to CBS News about the study: *"Our trial is the first one that's really focused on using different techniques to prepare the hair so that people with more curly, textured hair types can have better chance of success."*

### Study of Cold Cap Therapy for Prevention of Hair Loss in Paediatric Patients

**Location:** St. Jude Children's Research Hospital

This study examines the safety and feasibility of using the Paxman scalp cooling device to prevent hair loss in paediatric patients receiving chemotherapy for noncancerous conditions or solid tumours. The primary focus is on assessing hair loss incidence and intensity, with an estimated enrolment of 40 participants.

### Prevention of Alopecia in Patients With Localised Breast Cancer (ICELAND)

**Location:** Centre Francois Baclesse, Caen, France

This study aims to strengthen the evidence on preventing chemotherapy-induced alopecia (CIA) in France by evaluating the efficacy and cost effectiveness of two scalp refrigeration techniques during anthracycline- and taxane-based chemotherapy. The study will assess not only the prevention of hair loss but also the impact on patients' quality of life, self-image, and satisfaction with care during and after treatment. Estimated enrolment is 196 patients.

### Safety of Lower Scalp Cooling Temperature to Prevent Hair Loss From Chemotherapy in Breast Cancer Patients

**Location:** Memorial Sloan Kettering Cancer Center

This study is being done to determine if using the Paxman Scalp Cooling System at temperatures lower than the current standard is a safe and tolerable approach to prevent hair loss in breast cancer patients receiving chemotherapy. This study has 34 patients enrolled and is currently awaiting publication.

### Scalp Cooling in MBC

**Location:** Dana-Farber Cancer Institute

This research is being done to compare rates of hair loss of people with metastatic breast who use scalp

cooling versus those who do not use scalp cooling after receiving standard of care treatment with either sacituzumab govitecan, trastuzumab deruxtecan, or eribulin. It is expected that about 120 people will take part in this research study.

### Evaluation of Scalp Cooling During Chemotherapy on Quality of Life and the Potential Role of Single Nucleotide Variations on Chemotherapy-Induced Alopecia and Hair Regrowth in the Appalachian Highlands Region

**Location:** Kingsport & Johnson City, Tennessee, USA

This study by Ballad Health Cancer Center will assess the effect of the Paxman Scalp Cooling System on the quality of life of breast cancer patients in the Appalachian Highlands Region receiving any cancer therapy regimen with a chemotherapy agent known to cause chemotherapy-induced alopecia. The study aims to recruit between 100 and 130 participants.

**A full list of ongoing studies into scalp cooling and CIPN prevention can be found at [scalpcoolingstudies.com](https://scalpcoolingstudies.com).**

The Scalp Cooling Study Library unites key clinical research studies and data to provide an overview of global research and practice on scalp cooling and cryotherapy for chemotherapy side effect management.



# GENERAL TARGETS & OUTLOOKS



The company's long-term vision is a world where CIA & CIPN are no longer an issue. Where everyone – regardless of geography, ethnicity, financial situation, gender, or treatment regimen – has access to the effective, trusted cryotherapy solutions they need to help prevent the side effects of chemotherapy.

Paxman is the superior global market leader for scalp cooling with over 6,000 sold and/or installed systems in Europe, North-, Central- and South America, Asia and Oceania.

## *Paxman's strategic efforts for 2026 are centred around the following pillars.*

### Simple Switch

*A targeted focus on reimbursement in the U.S., targeting increased coverage and payment, improved utilisation and increased revenues which will drive EBITDA.*

In the United States, Paxman will prepare and support its customers for the roll out of Category I CPT codes, which became effective January 1st. All existing IBBM customers will have switched over to billing via these codes and as Paxman supports these customers, the company will also need to give customers on the self-pay model the confidence to switch, achieved through over and above coverage and payment. Another major focus in this area is to convince community oncology customers of the value and quantify the financial impact.

Of the three pillars to reimbursement – coding, coverage, and payment – coverage is Paxman's priority for the year. As legislative bills continue to emerge in a ripple effect, Paxman will maintain its monitoring and reporting on policy and trends, as well as providing strategic counsel on the impact of any key changes. Alongside a MAC strategy, Paxman aims to increase coverage beyond its current state by refining and maintaining a thoughtful payer strategy for scalp cooling that is both targeted and evidence based.

A team will be established to address and support early reimbursement changes during the transition period for Category I CPT codes. The team will assess reimbursement issues from customer accounts while engaging decision makers at provider practices and clinics about new coding and policy changes to mitigate access barriers. Paxman will also target payers that have negative medical coverage policies for scalp cooling with a communications plan by presenting updated evidence and value propositions.

### Product Commercialisation

2026 marks a significant milestone for Paxman, as the business becomes a multi-brand company with the rollout

of its neuropathy product to select markets. Alongside a rebranding of the business, Paxman will also begin work on its messaging, value proposition and pricing strategy, which form part of the roadmap for product and rebrand launch.

Clinical data gathering will continue via trials in Singapore and the United States (both the SWOG study and a new trial at Dana-Farber Cancer Institute). In addition to plans for an instigator-initiated study (IIS) strategy, these clinical trials will pave the way for expanded use and evidence.

The company aims to achieve FDA clearance for the neuropathy device in 2026 and will begin preparations throughout 2026, in tandem with an access and reimbursement strategy.

Coupled with these exciting developments in the CIPN space, Paxman is also managing another product launch in 2026 – a new cap and cover. The product is more recyclable and simplifies the cap fitting and securing process.

### Revenue Growth

Aside from the U.S. market, Paxman is also focussing efforts on its growth elsewhere in the world. Paxman will continue to seek and develop new opportunities in its direct markets (UK, France, Spain, Germany, India and Scandinavia) whilst simultaneously working closely with our global distribution partners to drive growth.

Expansion into regions such as Asia and the Middle East have become increasingly important for the company, whilst doubling down on our efforts in Europe and South America. With new customers and distributor relationships established, we look forward to seeing the ROW markets contribute strongly to revenue growth.

### Operational Excellence

With expansion into new products and markets comes a need to ensure our operations remain efficient. The business

will undergo a digital transformation bringing improved, more efficient processes, as well as investing into a new manufacturing facility, to meet expected demand for the launch of the CIPN prevention device.

### Clinical Excellence

Clinical progress would not be possible without the innovation of our Research & Development team. In 2026, our innovation leadership and clinical credibility will drive Paxman's transition from a leading scalp cooling provider to the reference brand for chemotherapy side-effect management globally.

Our objective is not just broad adoption, but category ownership, where Paxman becomes the name associated with protecting patients from the side effects of chemotherapy.



While 2025 was a year of careful and critical preparation in many ways, it has positioned Paxman for a strong, successful, and exciting 2026. The year ahead is set to be one of growth and investment.

**Richard Paxman, OBE**  
CEO

# PAXMAN & ITS PEOPLE

Paxman is committed to fostering a positive workplace culture. It takes a proactive approach to investing in its people, their wellbeing, and their development via a range of initiatives.

## The Paxman People Pathway

Paxman believes strongly in investing in its people and continues to run its Paxman People Pathway (PPP) to allow individuals to deliver their best work, supporting them to achieve their personal career goals within the business. With the PPP, colleagues can see how their targets and professional development contribute to the wider business objectives.

## Supporting Professional Development

The business is committed to supporting employees to thrive and achieve their full potential. This includes creating pathways into employment through apprenticeships, supporting individuals undertaking higher education (such as degrees, masters and PhDs) and providing ongoing access to training, mentorship and continued professional development (CPD). By investing in these initiatives, Paxman supports employees to grow their skills and careers over the long term. This approach contributes to high levels of engagement, internal progression and continuity of expertise across our growing company.

## MyPI: Predictive Index

The company launched its MyPI initiative in 2025: a tool that allows individuals and their managers to better understand their preferred methods of working, identify areas for self-improvement, minimise conflict, increase engagement and retain employees. The tools will also allow managers to more effectively identify a positive cultural fit for new and open roles, ensuring they have the ideal profile and aptitude to perform the role.

## The West Yorkshire Combined Authority Fair Work Charter

Paxman is part of the West Yorkshire Combined Authority Fair Work Charter. It is designed to promote and recognise the positive impact of fair work on businesses and their people. Employee voice, fulfilment, opportunity, wellbeing and security are core pillars.

## Dignitana Integration

Paxman have been working hard to successfully integrate the Dignitana team, ensuring they feel supported and welcome within Paxman. In addition to meeting our US Paxman team for the first time in November, the company has also distributed an integration survey to understand the sentiments among the Dignitana team. Comments from the survey were extremely positive towards the transparent, regular communication and the welcome they received, while the majority of respondents felt that Dignitana's culture is also being respected during the transition.

*"Being included in the Paxman culture events & group discussions has made me feel very welcome. The Paxman team has been very welcoming to us. It certainly could have gone the other way after having been competitors for so many years... being a part of a much larger company with positive employees has been a welcomed change."*

While the integration process has been completed, there is still work to be done through maintaining transparent and consistent communication and ensuring that the Dignitana team feel at home, here at Paxman.

## Gender Equality

Gender equality is a core element of the Paxman ethos, as we continually strive to recognise and celebrate the achievements of women within the business. This year, women at Paxman were celebrated in a number of ways, including industry awards and sharing some of their inspiring cancer stories. Currently, 93 women contribute to our success, led by a female-majority Senior Leadership Team (SLT) and management.

## Giving employees a voice

Every year, Paxman proactively seeks out feedback from every single person within the business, with the aim of fostering a vibrant, positive company culture. This employee engagement survey aims to identify areas for improvement and ensure everyone at Paxman feels heard. The results of this survey can be found on the next page.

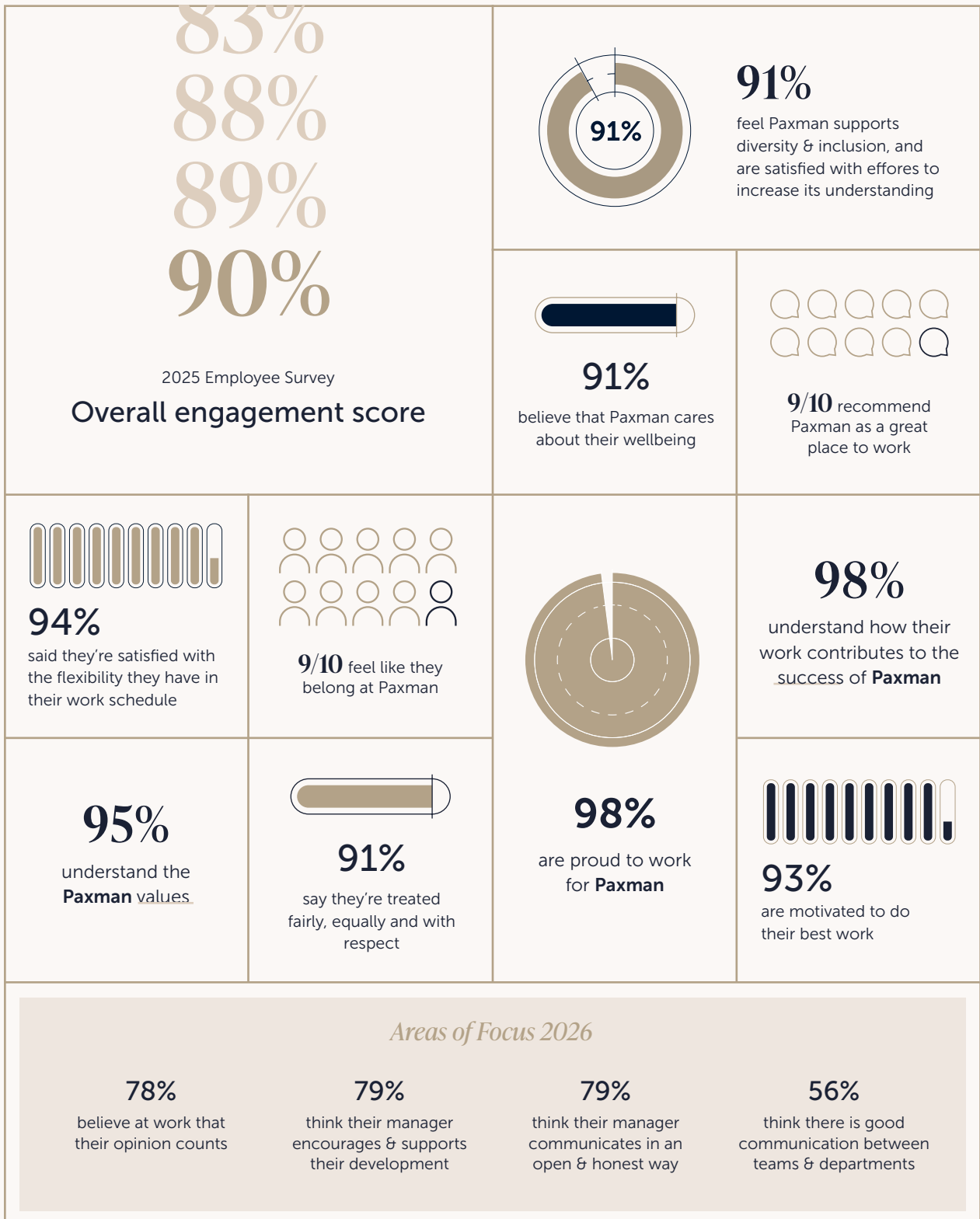
An internal communications strategy was implemented over the course of 2025, that gave employees the opportunity to share their own thoughts and experiences with the wider business on universal topics such as International Women's Day, Pride, and volunteering.

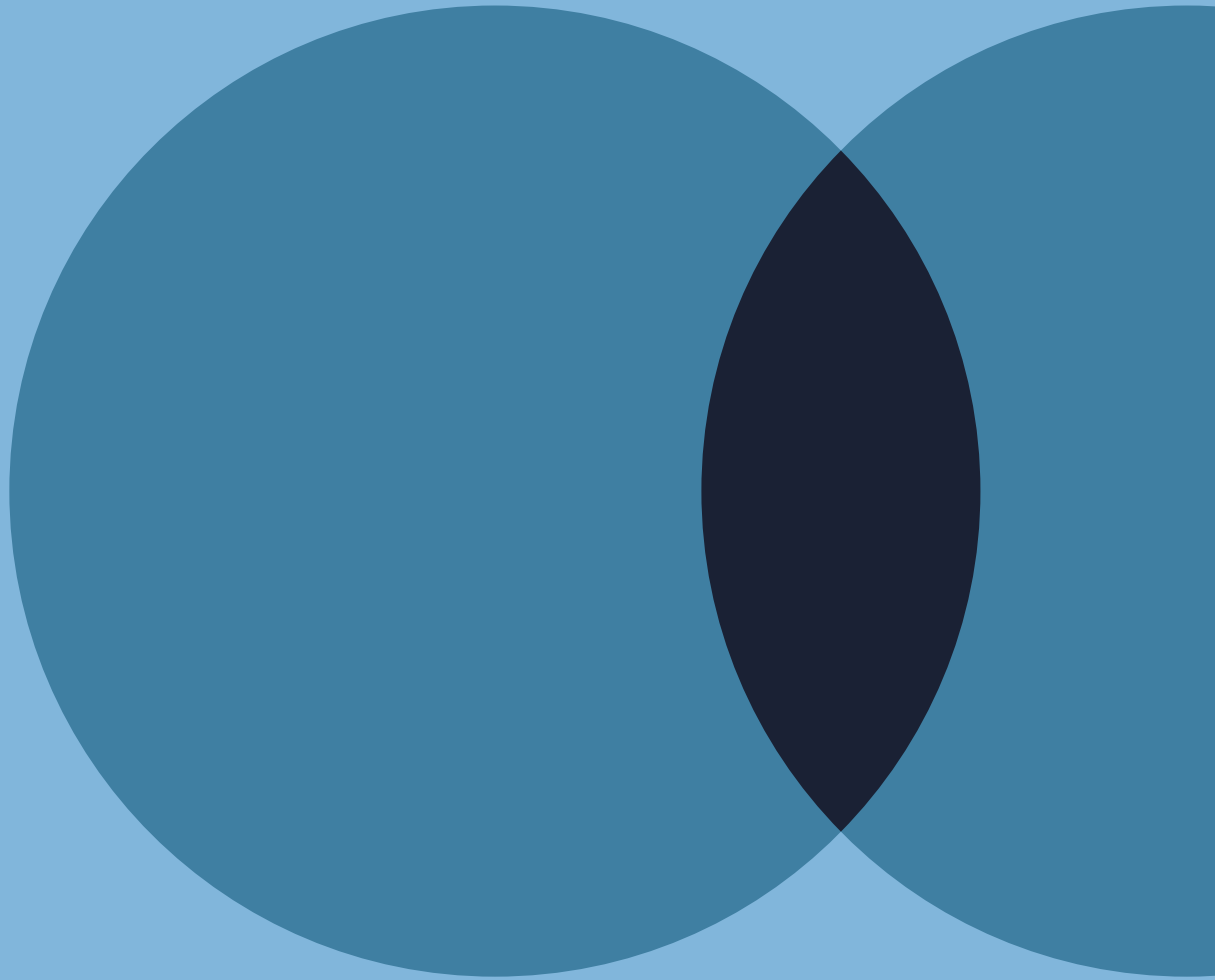
Monthly buzz meetings, which now include the Dignitana team, also ensure that the business remains in consistent contact and receives important updates as and when they arrive.

These internal communications have provided excellent opportunities for insight into the professional and personal lives of those who wish to share, drawing the company closer together despite our global presence.

## Other Initiatives

- Opportunities for volunteering with colleagues
- Diversity and inclusion sessions
- Team building workshops
- Fitness challenges
- Charitable events and activities
- Connected at Paxman – an opportunity for colleagues to connect across the world





# THE PEOPLE BEHIND PAXMAN

All holdings refer to current holdings at the time of publication for this annual report.

# Management Team

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## *Richard Paxman, OBE*

**CEO and Member of the board since February 10th, 2017**

Richard Paxman has extensive experience from global market development, including design of clinical studies and regulatory approvals specifically related to scalp cooling. He has worked for the company since 2009. Before Richard Paxman started his assignment at Paxman Coolers Ltd he held a leading position at Brewfitt Ltd.

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**Born:** 1983

**Holding:** 1,282,880 shares



## *Emelie Gustafsson*

**CFO since March 1st, 2020**

Since 2015, Emelie Gustafsson is the CFO of the CIMON group, one of PAXMAN's largest shareholders, and she is also a board member of several companies in the CIMON Group. She has a solid academic background with a double bachelor's degree in economics and tax law at Kristianstad University.

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**Born:** 1980

**Holding:** 4,140 shares

# Board of Directors

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## *Per-Anders Johansson*

**Member of the board since  
December 1st, 2016**

Per-Anders Johansson has extensive experience from technology and development companies and is an active investor through CIMON AB. CIMON AB has invested in and developed several successful companies. Per-Anders Johansson also has long industrial experience from the Karlshamns group, Nordico and Ellos where he has held leading positions.

**Born:** 1954

**Holding:** 29,880 shares privately, 941,809 shares through CIMON Venture Trust AB and 310,000 shares through NOMIC AB.



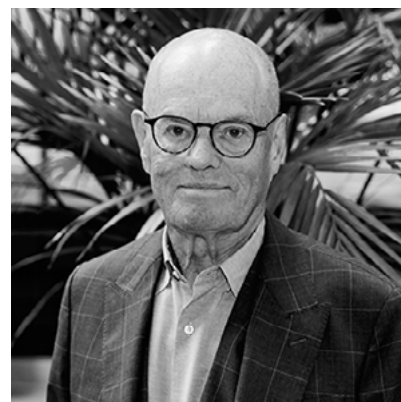
## *Robert Kelly*

**Member of the board since  
January 10th, 2017**

Robert Kelly is a lawyer specialised in corporate law. He is also an authorized accountant and has extensive experience from management of both private and public companies before his career as a lawyer. Robert Kelly has also been CFO and later CEO of the technology company, Minorplanet Systems plc, that was listed on the London Stock Exchange. Before that he held leading positions at Caudwell Group and Kinuck plc.

**Born:** 1961

**Holding:** 33,212 shares



## *Björn Littorin*

**Member of the board since  
December 1st, 2016**

Björn Littorin has extensive experience as a management consultant, business leader and board member of both manufacturing and service-based companies as well as 20 years' experience as Investment Manager and board member of technology and development companies, mostly within medical technology. Some of the companies where he has been CEO or board member have been listed on the Stockholm Stock Exchange. He has also been a board member of Paxman Group Ltd and its subsidiary Paxman Coolers Ltd since 2001.

**Born:** 1947

**Holding:** 347,865 shares



**Richard Paxman, OBE**

**CEO and Member of the board since February 10th, 2017**

Richard Paxman has extensive experience from global market development, including design of clinical studies and regulatory approvals specifically related to scalp cooling. He has worked for the company since 2009. Before Richard Paxman started his assignment at Paxman Coolers Ltd., he held a leading position at Brewfitt Ltd.

**Born:** 1983  
**Holding:** 1,281,000 shares



**Glenn Paxman**

**Member of the board since January 10th, 2017**

Glenn Paxman is the founder of Paxman and responsible for the design and development of the scalp cooler. He has over 40 years of business experience including management strategy and product design of medtech products, and over 25 years of experience in developing manufacturing processes for the pharmaceutical and chemical industry sectors. Glenn is also the founder and chairman of Brewfitt Ltd. Currently, his role in the company is to support the board and management in strategic matters and assist in growth-stimulating projects on the American market.

**Born:** 1956  
**Holding:** 2,506,386 shares



**Maria Bech**

**Member of the board since January 10th, 2017**

Maria Bech has extensive experience from several companies in the biotech and pharmaceutical sector. She has held leading positions including Clinical Project Manager and Study Delivery Director at AstraZeneca, Director Clinical Operations and Principal Project Manager at Karo Bio AB, and Chief Scientific Officer at Smartfish AB. Maria is a board member in Neuronano AB and Hoseth Biocare AS, and CEO in EpiEndo Pharmaceuticals.

**Born:** 1968  
**Holding:** 8,700 shares



**Karen Clakeley**

**Member of the board since May 23rd, 2024**

Karen Clakeley has a distinguished career of over 35 years as a senior sales executive and turnaround leader, most recently serving as Executive Director of Market Development at Hart InterCivic. She has extensive experience in sales strategy, customer experience, marketing, product management, and organisational development. Previously, she held the position of Vice President of North American Sales at Everyone Counts and managed a \$170M+ portfolio of business at DST Systems. She also has notable experience from her roles at Reynolds and Reynolds and Gaunt, Dore, Snyder, Clakeley.

**Born:** 1960  
**Holding:** 25,256 shares

# DIRECTORS REPORT 2025

The Board of Directors and the Chief Executive Officer of Paxman AB (publ), hereby submit the annual accounts and consolidated accounts for the financial year 1 January - 31 December 2025.

Amounts in the annual report are reported in thousands of Swedish kronor (TSEK), unless otherwise stated.

## Multi-year Summary for the Group

TSEK	2025	2024	2023	2022
Total operating income	323,558	263,195	220,608	156,745
EBITDA <sup>1)</sup>	28,460	49,726	31,229	16,175
Operating profit/loss	4,264	33,508	12,619	-1,243
Profit/loss after net financial items	-10,599	41,500	7,969	-8,562
Balance sheet total	479,109	227,231	167,124	173,960
Equity as percentage of assets <sup>2)</sup>	84.56%	72.2%	73.4%	65.6%
Number of employees at end of period	144	105	91	78

## Multi-year Summary for the Parent Company

TSEK	2025	2024	2023	2022
Total operating income	304	2,033	2,207	1,295
EBITDA <sup>1)</sup>	-5,812	-4,347	-3,851	-4,042
Operating profit/loss	-5,812	-4,363	-3,874	-4,065
Profit/loss after net financial items	-804	-1,509	-1,151	-2,850
Balance sheet total	421,970	159,039	160,716	162,320
Equity as percentage of assets <sup>2)</sup>	99.8%	99.7%	99.6%	99.3%
Number of employees at end of period	-	1	1	1

1) Earnings before interest income, interest expenses, tax and depreciation.

2) Adjusted equity as a percentage of total assets.



# Corporate Information

## The Company

Paxman AB (publ), company registration number 559079-3898, has its registered office in Karlshamn, Sweden, at Pirgatan 13, SE-374 35 Karlshamn. Production and distribution are carried out by the British subsidiary Paxman Coolers Limited, International House, Penistone Road, Fenay Bridge, HD8 0LE Huddersfield, United Kingdom.

The Group also has a subsidiary in the United States, Paxman US, Inc., based in Houston, Texas, as well as a company in Canada, Paxman Canada Inc., based in Toronto, Ontario.

Paxman Coolers Limited (Huddersfield, United Kingdom), Paxman US, Inc. (Houston, Texas), and Paxman Canada Inc. (Toronto, Ontario) are wholly owned subsidiaries of Paxman Group Limited, which in turn is a wholly owned subsidiary of Paxman AB (publ).

Following the acquisition of the Dignitana Group in 2025, the following companies are also included in the Group: Dignitana AB in Lund, Sweden; Dignitana US Inc. in Dallas, Texas; and Dignitana SRL in Milan, Italy – all of which are now wholly owned subsidiaries of Paxman AB (publ).

**PAXMAN AB has appointed FNCA Sweden AB (tel 08 - 528 003 99, info@fnca.se) as its Certified Adviser.**

## Overview of results and position

Consolidated turnover totalled 313,346 (253,007) TSEK.

Consolidated profit after tax totalled -16,715 (40,196) TSEK. Earnings per share amounted to -0.72 (2.11) SEK.

The groups equity as of 31 December amounted to 405,156 (163,993) TSEK. The equity ratio for the group was 84.56% (72.2%).

Cash and cash equivalents in the group totalled 120,834 (40,310) TSEK.

At year-end, the group had 13,005 (14,293) TSEK in external interest-bearing liabilities, of which 10,409 (13,485) TSEK were current.

Cash flow from operating activities totalled 7,387 (32,625) TSEK, and net investments affecting cash flow for the year amounted to -33,508 (-18,606) TSEK.

## The Parent Company

The company's turnover totalled 304 (2,033) TSEK.

The Company's profit after tax amounted to SEK -804 (-1,509) thousand. Earnings per share amounted to SEK -0.035 (-0.079).

The Company's equity amounted to SEK 420,929 (158,551) thousand. The Company's equity ratio was 99.7% (99.7%).

The parent company's cash and cash equivalents amounted to 99,087 (13,830) TSEK on 31 December.

Cash flow from operating activities was -6,992 (-4,183) TSEK. Net investments for the year affecting cash flow totalled -13,878 (0) TSEK.

The number of employees in the parent company at the balance sheet date was 0 (1) person.

## Significant developments in 2025

**In March, Paxman was honoured to receive the Export Achievement Award during the prestigious Medilink North of England Healthcare Business awards, recognising our outstanding growth and success in international markets.** Paxman's R&D team were also runners-up for the Partnership with Academia category for our collaborative efforts with academic institutions.

**On 8 May 2025, Paxman completed its public offer to Dignitana shareholders and extended the acceptance period.** As all conditions for completion of the offer were fulfilled, Paxman's board of directors resolved to declare the offer unconditional and proceeded with its completion.

Based on the authorisation granted by the extraordinary general meeting held on 8 April 2025, at which the meeting resolved to authorise the board of directors to, on one or more occasions until the next annual general meeting, resolve on a directed share issue of up to 2,476,207 shares, with the possibility of payment in kind within the framework of the public takeover offer to the shareholders of Dignitana AB, a total of 2,360,916 new shares in Paxman were issued as consideration to shareholders in Dignitana. As a result, the total number of shares in Paxman increased from 20,912,500 to 23,273,416. The share capital increased by a total of SEK 2,360,916, from SEK 20,912,500 to SEK 23,273,416. The completion of the Offer resulted in a dilution effect of approximately 10.1 percent based on the total number of shares and votes in Paxman following the Offer. Paxman also announced on 2 June that it will initiate compulsory acquisition proceedings in accordance with the procedure set out in Chapter 22 of the Swedish Companies Act (2005:551) in order to acquire all remaining shares in Dignitana.

**On 16th May, Paxman held its 2025 Annual General Meeting at NetPort in Karlshamn. Almost 51.7 % of all issued shares were represented at the meeting. After the formal AGM, CEO Richard Paxman gave a company presentation and responded**

to questions from the attending shareholders.

**In June, Carnegie initiated their coverage of Paxman through a commissioned research piece, with a fair value range of SEK80-115 per share.**

**In July, Paxman announced the U.S. Centres for Medicare & Medicaid (CMS) has published its Medicare Physician Fee Schedule (MPFS) Proposed Rule for Calendar Year (CY) 2026, which assigns reimbursement rates for the three new Category I Current Procedural Terminology (CPT®) codes for mechanical scalp cooling.** It assigned Medicare Physician Fee Schedule CY 2026 Rates of \$1,701 per patient, per treatment cycle for initial cap fitting and patient education (CPT I placeholder code 9XX01), \$10 per treatment for the pre-cooling period (CPT I placeholder code 9XX02) and \$6 per unit, per treatment for post-infusion cooling, per each 30-minute period (CPT I placeholder code 9XX03). A typical MPFS rate for 6 scalp cooling treatments totals \$1,905 per patient.

**Also in July, Paxman announced the U.S. Centers for Medicare & Medicaid Services (CMS) has published its Medicare Outpatient Prospective Payment System (OPPS) Proposed Rule for Calendar Year (CY) 2026.** Specifically, they proposed to bundle payment rates into 9XX01, assigning APC 1517 with a \$1,550.50 payment rate for CY 2026. A typical OPPS rate for 6 scalp cooling treatments would total \$1,550.50 per patient.

**While it is disappointing that CMS has decided to bundle the payment rate into placeholder code 9XX01, Paxman is actively engaging in efforts ahead of the final rule expected this year, with the hope that CMS will reconsider and adjust its decision.** Paxman remains committed to supporting both its customers and patients to help ensure that the proposed rates do not negatively impact patient access or fair reimbursement for clinicians.

**On 23rd September, Paxman announced that the company's**

**founder and board member, Glenn Paxman sold shares in the company. In connection to this, he has entered a lock-up agreement for 180 days.**

In total, the transaction amounts to 1,850,000 shares. Notable among those who increased their ownership are Aktia Fund Management Company Ltd for and on behalf of mutual funds managed by it, Alcur Fonder, Unionen and Grens specialisten Förvaltning AB. Also, the company's CEO, CFO, and Chairman of the Board further increased their respective holdings.

**At the beginning of the fourth quarter, Paxman was granted a special arbitral award providing advance possession of the remaining shares in Dignitana AB, and in early November the advance possession was completed, giving Paxman control of all shares in Dignitana AB.**

**In October 2025, The American Medical Association (AMA) confirmed the new Category I CPT® code set for mechanical scalp cooling, which will take effect on January 1, 2026.** These codes replace temporary Category III codes 0662T and 0663T:

97007 – Scalp cooling, mechanical; initial measurement and calibration of cap. Reported once per chemotherapy treatment period.

97008 – Mechanical scalp cooling; including hair preparation, individual cap placement, therapy initiation, and pre-cooling period. Reported once per chemotherapy session.

97009 – Mechanical scalp cooling provided after chemotherapy discontinuation, each 30 minutes. Reported in addition to 97008, for post-cooling of 16 minutes or longer.

**In the same month, CEO Richard Paxman joined the UK Prime Minister, Rt Hon Sir Keir Starmer KCB KC MP and senior government officials as part of His Majesty's Government's Trade Delegation to Mumbai, aimed at deepening UK-India business relations following the landmark UK-India Free Trade Agreement in July.** During the mission, the UK delegation, engaged

with Indian industry counterparts to explore opportunities across life sciences, clean technology, and innovation, hosted at the Taj Mahal Palace in Mumbai.

**Also in October, Paxman announced the presentation of data from its ongoing clinical trial for Chemotherapy Induced Peripheral Neuropathy (CIPN) in Singapore at the European Oncology Nursing Society (EONS) Conference, part of the European Society for Medical Oncology (ESMO) Congress 2025 held from October 17-21 in Berlin, Germany.**

The industry sponsored symposium "Strategies for Chemotherapy-Induced Side-Effect Management: Preventing CIPN with Cryotherapy" held on Monday 20th October in front of 200 in-person delegates, was also streamed live to 30,000 delegates at the congress.

**Paxman hosted its first Simple Switch Webinar on October 28th 2025, focusing on the new Category I CPT codes.** Supported by a panel of knowledgeable key opinion leaders, this webinar received over 260 attendees. Learn more about the Simple Switch webinar on page 27.

**On November 26, 2025, Paxman invited investors and other interested parties to its first Capital Market Day in Stockholm, Sweden.** During the day, CEO Richard Paxman OBE and Dr. Aishwarya Bandla, Regional R&D Manager spoke about the company's core business of scalp cooling, reimbursement in the U. S. and the acquisition of Dignitana. A strong focus of their presentation was the company's latest side effect management work related to chemotherapy-induced peripheral neuropathy (CIPN), including a product demonstration.

**In December, Paxman announced that the US Centers for Medicare & Medicaid Services (CMS) issued Final Rules finalising changes for Medicare payments under the Outpatient Prospective Payment System (OPPS) and Ambulatory Surgical Center Payment (ASC) and the Physician Fee Schedule for Calendar Year 2026.**

**At the end of the quarter, the U.S. Food and Drug Administration (FDA) confirmed receipt of the**

**510k Submission for the Paxman cryocompression device to prevent chemotherapy-induced peripheral neuropathy (CIPN), a premarket submission made to the FDA to demonstrate that the device to be marketed is as safe and effective.** This followed the acceptance into the US FDA's Safer Technologies Program (STeP), and additionally, confirmation that the Category III CPT® Code Application for the device, submitted to the American Medical Association (AMA) in November, was to be included on the Proposed Agenda for the February 2026 CPT® Editorial Panel Meeting.

## Employees

As of 31 December 2025, the group had a total of 144 employees, 88 by Paxman Coolers Ltd., 16 by Paxman US, Inc., 18 by Paxman Canada Inc., 7 by Dignitana AB, and 15 by Dignitana US Inc.

As of 31 December 2024, the Group had a total of 105 employees, 1 by Paxman AB, 75 by Paxman Coolers Ltd, 13 by Paxman US Inc, and 16 by Paxman Canada Inc.

## Incentive programmes

At the Annual General Meeting on May 23, 2019, it was resolved to issue warrants to employees of the subsidiary Paxman Coolers Ltd. A total of 68,478 warrants have been issued, with the right to subscribe for a maximum of 68,478 new shares in Paxman AB. The warrants entitle the holder to subscribe for shares from June 2020 until June 2029, at a subscription price of SEK 65.37 per share. Upon full subscription, the dilution effect amounts to 0.4% of the total number of shares in the company. The warrants have been issued free of charge and the benefit has therefore, according to current accounting principles, been valued at market value.

In total, The group's personnel costs have been charged with 1.4 MSEK over three years (without any cash flow effect) with the last adjustment date 2022-06-30.

At the Annual General Meeting in May 2025. The program included 125,154 warrants the warrants were issued immediately thereafter and is aimed for employees of the foreign subsidiary Paxman Coolers Ltd who are not tax liable in Sweden. The warrants may be exercised to subscribe for new shares during a period of 30 days commencing on the day following the publication of the Company's quarterly reports, or, as regards the full year, the interim report, the first time after the publication of the quarterly report for the second quarter of 2028 and the last time after the publication of the quarterly report for the first quarter of 2030. If the Company does not publish quarterly reports or interim reports after the end of any calendar quarter, subscription may instead be made during the last month of

the subsequent calendar quarter, the first time in September 2028 and the last time in June 2030.

## Environment

The Paxman group conducts no operations covered by, or requiring concessions in accordance with, the Environmental Code.

# PROPOSED APPROPRIATION OF RETAINED EARNINGS

Share premium reserve	Retained earnings	Result of the year	Total
258,920,641 kr	139,537,743 kr	-803,663 kr	<b>397,654,722 kr</b>

The board of directors and the CEO proposes that the retained earnings are to be appropriated as follows:

Carried forward

397,654,722 kr

## Consolidated Income Statement

TSEK	JAN-DEC 2025	JAN-DEC 2024
Net sales	313,346	253,007
Capitalized expenditure	10,212	10,188
<b>Total operating income</b>	<b>323,558</b>	<b>263,195</b>
Raw materials and consumables	-114,744	-87,775
Other operating costs	-84,600	-57,582
Personnel costs	-95,754	-68,112
Depreciation	-24,197	-16,218
<b>Total operating costs</b>	<b>-319,294</b>	<b>-229,687</b>
<b>Operating profit/loss</b>	<b>4,264</b>	<b>33,508</b>
Other interest income and similar profit/loss items	1,433	9,140
Interest expense and similar profit/loss items	-16,295	-1,148
Net Financial Items	-14,863	7,992
<b>Profit/loss after net financial items</b>	<b>-10,599</b>	<b>41,500</b>
Tax	-6,116	-1,304
<b>Net profit/loss for the period</b>	<b>-16,715</b>	<b>40,196</b>
Earning per share, SEK*	-0.72	2.11

\*The calculation of net profit/loss per share is based on the average number of shares during the year.

## Consolidated Balance Statement

TSEK	31-DEC 2025	31-DEC 2024
<b>Assets</b>		
<b>Intangible fixed assets</b>		
Development expenditure	41,172	38,926
Goodwill	154,325	-
<b>Total intangible fixed assets</b>	<b>195,497</b>	<b>38,926</b>
<b>Tangible fixed assets</b>		
Plant and machinery	39,323	38,355
Equipment, tools fixtures and fittings	6,662	6,859
<b>Total tangible fixed assets</b>	<b>45,985</b>	<b>45,214</b>
<b>Financial fixed assets</b>		
Deferred tax assets	8,973	7,798
Shares in associated companies and jointly controlled companies	1,282	1,430
Long-term receivable	4,137	3,632
<b>Total financial fixed assets</b>	<b>14,392</b>	<b>12,861</b>
<b>Total fixed assets</b>	<b>255,874</b>	<b>97,000</b>
<b>Inventories etc.</b>		
Finished products and goods for resale	33,260	29,688
<b>Total inventories etc</b>	<b>33,260</b>	<b>29,688</b>
<b>Current receivables</b>		
Accounts receivable - trade	45,927	42,713
Receivables from associated companies	353	402
Other receivables	5,119	3,364
Prepayments and accrued income	17,743	13,754
<b>Total receivables</b>	<b>69,141</b>	<b>60,233</b>
Cash and bank balances	120,834	40,310
<b>Total current assets</b>	<b>223,235</b>	<b>130,231</b>
<b>Total assets</b>	<b>479,109</b>	<b>227,231</b>

TSEK	31-DEC 2025	31-DEC 2024
<b>Equity and Liabilities</b>		
<b>Equity capital</b>		
Share capital (23,273,416 shares)	23,273	19,012
Other contributed capital	398,598	104,786
Result for the year	-16,715	40,196
<b>Total equity</b>	<b>405,156</b>	<b>163,993</b>
<b>Provisions</b>		
Deferred tax liabilities	9,801	1,454
Pension provision	635	-
<b>Total provisions</b>	<b>10,436</b>	<b>1,454</b>
<b>Non-current liabilities</b>		
Liabilities to credit institutions	2,596	808
Accrued expenses and deferred income	4,622	5,676
<b>Total non-current liabilities</b>	<b>7,218</b>	<b>6,483</b>
<b>Current liabilities</b>		
Liabilities to credit institutions	10,409	13,485
Accounts payable	26,434	26,696
Tax liabilities	303	1,163
Other current liabilities	3,665	2,939
Accrued expenses and deferred income	15,490	11,017
<b>Total current liabilities</b>	<b>56,300</b>	<b>55,300</b>
<b>Total liabilities</b>	<b>63,518</b>	<b>61,784</b>
<b>Total equity and liabilities</b>	<b>479,109</b>	<b>227,231</b>

## Consolidated Statement of Cash Flows

TSEK	JAN-DEC 2025	JAN-DEC 2024
<b>Cash Flow from Operating Activities</b>		
Results before financial items	4 264	33,508
Financial items	246	7,992
Income tax paid	170	-1,304
<b>Adjustments for:</b>		
Depreciations and write downs	24,197	16,218
Other non-cash items	-5,743	-5,067
<b>Cash flow before changes in working capital</b>	<b>23,134</b>	<b>51,348</b>
<b>Cash flow from changes in working capital:</b>		
Inventories	3,568	-9,689
Operating receivables	-1,066	-26,084
Operating debts	-18,249	17,049
<b>Cash flow from changes in working capital</b>	<b>-15,747</b>	<b>-18,723</b>
<b>Cash flow from operating activities</b>	<b>7,387</b>	<b>32,625</b>
<b>Investing Activities</b>		
Investing in intangible fixed assets	-7,897	-4,457
Investing in tangible fixed assets	-15,577	-12,768
Investing in financial fixed assets	-	-1,381
Acquisition of subsidiary/operations, net of cash acquired	-10,034	-
<b>Cash flow from investment activities</b>	<b>-33,508</b>	<b>-18,606</b>
<b>Financing Activities</b>		
New share issue	117,277	-
Loans taken	11,732	721
Repayment of loans	-20,177	-
<b>Cash flow from financing activities</b>	<b>108,831</b>	<b>721</b>
<b>Cash flow for the period</b>	<b>82,710</b>	<b>14,740</b>
Cash and cash equivalents, opening balance	40,310	24,981
Exchange rate difference in cash and cash equivalents	-2,186	589
<b>Cash and cash equivalents, closing balance</b>	<b>120,834</b>	<b>40,310</b>

## Parent Company Income Statement

TSEK	JAN-DEC 2025	JAN-DEC 2024
Net sales	304	2,033
<b>Total operating income</b>	<b>304</b>	<b>2,033</b>
Raw materials and consumables	-541	-774
Other external costs	-3,250	-4,318
Personnel costs	-2,325	-1,288
Depreciation	-	-16
<b>Total operating costs</b>	<b>-6,116</b>	<b>-6,396</b>
<b>Operating profit/loss</b>	<b>-5,812</b>	<b>-4,363</b>
Interest income and similar profit/loss items	5,128	2,854
Interest expense and similar profit/loss items	-120	-
<b>Net financial items</b>	<b>5,008</b>	<b>2,854</b>
<b>Profit/loss after net financial items</b>	<b>-804</b>	<b>-1,509</b>
Tax on profit for the year	-	-
<b>Net profit/loss for the period</b>	<b>-804</b>	<b>-1,509</b>

## Parent Company Balance Sheet

TSEK	31-DEC 2025	31-DEC 2024
<b>Assets</b>		
<b>Tangible fixed assets</b>		
Machinery and other technical installations	-	-
<b>Total tangible fixed assets</b>	<b>-</b>	<b>-</b>
<b>Financial fixed assets</b>		
Investments in group companies	186,604	26,937
Receivables from group companies	132 274	117,429
<b>Total financial fixed assets</b>	<b>318 878</b>	<b>144,366</b>
<b>Total fixed assets</b>	<b>320,019</b>	<b>144,366</b>
<b>Current receivables</b>		
Accounts receivable	85	73
Other current receivables	1,420	676
Receivables from group companies	1 141	-
Prepaid expenses and accrued income	1,359	95
<b>Total receivables</b>	<b>4 004</b>	<b>843</b>
Cash and bank balances	99,087	13,830
<b>Total current assets</b>	<b>103 091</b>	<b>14,673</b>
<b>Total assets</b>	<b>421,970</b>	<b>159,039</b>

TSEK	31-DEC 2025	31-DEC 2024
<b>Equity and Liabilities</b>		
<b>Restricted equity</b>		
Share capital (23,273,416 shares)	23,273	19,012
<b>Total restricted equity</b>	<b>23,273</b>	<b>19,012</b>
<b>Unrestricted equity</b>		
Share premium	258,921	142,199
Retained earnings	139,538	-1,151
Result of the year	-804	-1,509
<b>Total non-restricted equity</b>	<b>397,656</b>	<b>139,539</b>
<b>Current liabilities</b>		
Trade payables	381	54
Trade payables with group companies	200	86
Other current liabilities	-	34
Accrued costs and prepaid income	460	315
<b>Total current liabilities</b>	<b>1,040</b>	<b>488</b>
<b>Total liabilities</b>	<b>1,040</b>	<b>488</b>
<b>Total equity and liabilities</b>	<b>421,970</b>	<b>159,039</b>

## Parent Company Cash Flow Analysis

TSEK	JAN-DEC 2025	JAN-DEC 2024
<b>Cash Flow from Operating Activities</b>		
Profit before financial items	-5,812	-4,363
<b>Adjustments for:</b>		
Financial items	5,008	2,854
Depreciations and write downs	120	16
Other non-cash items	-4,836	-2,843
<b>Cash flow from changes in working capital:</b>		
Operating receivables	-2,024	322
Operating debts	552	-169
<b>Cash flow from operating activities</b>	<b>-6,992</b>	<b>-4,183</b>
<b>Investing Activities</b>		
Acquisition of subsidiary	-13,878	-
<b>Cash flow from investment activities</b>	<b>-13,878</b>	<b>-</b>
<b>Financing Activities</b>		
Intra-group lending	-11,150	-
New share issue	117,277	-
<b>Cash flow from financing activities</b>	<b>106,127</b>	<b>-</b>
<b>Cash flow for the period</b>	<b>85,257</b>	<b>-4,183</b>
Cash and cash equivalents, opening balance	13,830	18,013
Cash and cash equivalents, closing balance	99,087	13,830

## Changes in Equity

### The Group

TSEK	Share capital	Non-restricted equity	Profit/loss for the year	Total equity
Total equity as of 2023-12-31 (19,012,500 shares)	19,012	95,274	8,330	122,616
Profit/loss carried forward	-	8,330	-8,330	-
Translation gains/losses on consolidation	-	1,181	-	1,181
Profit/loss for the year	-	-	40,196	40,196
Total equity as of 2024-12-31 (19,012,500 shares)	19,012	104,785	40,196	163,993
Profit/loss carried forward	-	40,196	-40,196	-
New share issue excluding issue costs	4,261	258,921	-	263,182
Translation gains/losses on consolidation	-	-5,304	-	-5,304
Profit/loss for the year	-	-	-16,715	-16,715
Total equity as of 2025-12-31 (23,273,416 shares)	23,273	398,598	16,715	405,156

### Parent Company

TSEK	Share capital	Share premium reserve	Retained earnings	Result of the year
Total equity as of 2023-12-31 (19,012,500 shares)	19,012	-	142,199	-1,151
Appropriation of earnings	-	-	-1,151	1,151
Result of the year	-	-	-	-1,509
Total equity as of 2024-12-31 (19,012,500 shares)	19,012	-	141,048	-1,509
Appropriation of earnings	-	-	-1,509	1,509
New share issue excluding issue costs	4,261	258,920	-	-
Result of the year	-	-	-	-804
Total equity as of 2025-12-31 (23,273,416 shares)	23,273	258,920	139,539	-804

### The Share

The number of shares amounts to 23,273,416, all of which are issued and fully paid up. The quotient value per share amounts to SEK 1. Each share entitles the holder to one (1) vote at PAXMAN's general meeting. There are no restrictions on the right to freely transfer shares in PAXMAN.

### The Share Price

PAXMAN's share was listed at SEK 9.50 on 12 June 2017. The last price paid for the year was SEK 56.2 (2024: SEK 65.6, 2023: SEK 36.8, 2022: SEK 43.1, 2021: SEK 65.00, 2020: SEK 25.40, 2019: SEK 60.00, 2018: SEK 24.10, 2017: SEK 19.50).

## Shareholders

The 10 largest shareholders as of 30 December 2025 (source: [www.paxman.se](http://www.paxman.se) 30 December 2025).

Name	Number of shares held	Shareholding in %
Paxman, Glenn	2,486,386	11
Paxman, Richard	1,282,880	6
Per-Anders Johansson	1,281,689	6
Avanza Pension	1,271,912	5
Länsförsäkringar Blekinge	1,121,616	5
Eiffel Investment Group SAS	1,071,045	5
Carl Ejler Rasmussen & Co. A/S	1,054,809	5
Jesper Lyckeus	1,037,502	4
Second Swedish National Pension Fund	999,443	4
Unionen	925,000	4

On 31 December 2025, the company had a total of 3,564 (2024: 1,703) shareholders, of which the ten largest represented 54 (65)%.

Data per share	2025	2024
Earnings per share, SEK <sup>1)</sup>	-0.72	2.11
Earnings per share at full dilution, SEK <sup>2)</sup>	-0.72	2.11
Equity per share, SEK <sup>1)</sup>	7.05	8.63
Cash flow from current operations per share, SEK <sup>1)</sup>	0.32	1.72
Stock market price at the end of the period, SEK	56.2	65.6
Number of shares at the end of the period	23,273,416	19,012,500
Number of shares at the end of the period at full dilution, pcs <sup>2)</sup>	23,467,048	19,080,978
Weighted average number of shares during the year, st	23,273,416	19,012,500
Weighted average number of shares during the year at full dilution, st <sup>2)</sup>	23,467,048	19,080,978

1) Earnings and cash flow per share are calculated on the average number of shares during the period. Equity per share is calculated on the number of shares outstanding at year-end.

2) As of December 31, 2025, the company had two outstanding option programs. The first program, where the decision to issue warrants was made at the Annual General Meeting on May 23 2019 and the warrants were issued immediately thereafter, is aimed at employees at the subsidiary Paxman Coolers Limited in Huddersfield. For this a total of 68,478 warrants have been issued, with the accompanying right to subscribe for a maximum of 68,478 new shares in the company aimed at employees at the subsidiary Paxman Coolers Limited in Huddersfield. The first program is for employees at the subsidiary Paxman Coolers Limited, and the timetable is: The warrants may be exercised to subscribe for new shares during the 30-days period commencing on the day following the publication of the Company's quarterly reports, or as regards the full year, the year-end report, the first time after the publication of the quarterly report for the first quarter 2020 and the last time after the publication of the quarterly report for the first quarter 2029. If the Company does not publish quarterly reports or year-end report after the end of any calendar quarter, subscription can instead be made during the last month in the following calendar quarter the first time in June 2020 and the last time in June 2029. The second program was decided at the Annual General Meeting in May 2025. The program included 125,154 warrants the warrants were issued immediately thereafter and is aimed for employees of the foreign subsidiary Paxman Coolers Ltd who are not tax liable in Sweden. The warrants may be exercised to subscribe for new shares during a period of 30 days commencing on the day following the publication of the Company's quarterly reports, or, as regards the full year, the interim report, the first time after the publication of the quarterly report for the second quarter of 2028 and the last time after the publication of the quarterly report for the first quarter of 2030. If the Company does not publish quarterly reports or interim reports after the end of any calendar quarter, subscription may instead be made during the last month of the subsequent calendar quarter, the first time in September 2028 and the last time in June 2030.



A dark blue world map is centered in the background of the page. The word "PAXMAN°" is overlaid in white, bold, sans-serif font in the center of the map.

PAXMAN°



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