



Annual Report with Sustainability Report 2025

Smart digital technologies for a richer and safer life



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Careium is one of the leading technology-enabled care players in Europe

Careium at a glance

Careium AB (publ) is one of the leading technology-enabled care players in Europe. Technology-enabled care is an umbrella term for technology that interacts with care and healthcare. This includes digital technology that helps people in need of support or assistance to gain greater security, involvement, and freedom.

Examples of technology-enabled care are digital social alarms, remote supervision, and sensors for reminders. The solutions and services can be used by the individuals themselves, by relatives, or by caregivers. Technology-enabled care can be granted as assistance or purchased in the consumer market.

Technology-enabled care can make care work more efficient. In this way, we address the societal challenge of an increasing number of elderly people and a declining number of people of working age.

Careium provides services and products such as social alarms, fall sensors, smoke detectors, and secure communication with alarm receiving centres. Its innovative technology-enabled care solutions aim to improve the safety, quality of life and freedom of people that needs care.

Careium provides its technology and services to 550,000 individuals in Sweden, Norway, the UK, the Netherlands, Germany, and France. Most of these are connected to one of our five alarm receiving centres, two in Sweden, two in Norway and one in the UK, with around 25,000 alarms being handled daily by the company's about 550 employees.

Careium's innovative technology enabled care solutions aim to improve the safety, quality of life and freedom of the elderly.



Market leader

Careium is one of the market leaders in Europe



550,000

550,000 people use Careium's technology and services



854 million

Careium's net sales in 2025 totalled SEK 854 million



73%

Careium has 73 percent of its net sales from services



10%

Average growth of 10 percent over the last five years

Four reasons to invest in Careium

Careium is listed on Nasdaq First North (short name CARE) since 2021. Careium is one Europe’s market leaders for technology-enabled care. These are four good reasons to invest in Careium and the technology-enabled care of the future.

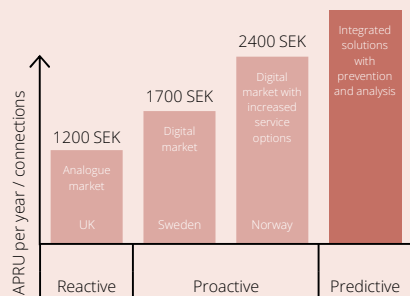
1

Innovative technology

Careium is transforming care with digital technology.

Technology-enabled care is becoming increasingly proactive, preventive, and predictive. New services are increasing the value for care providers and users.

Transformation of care¹



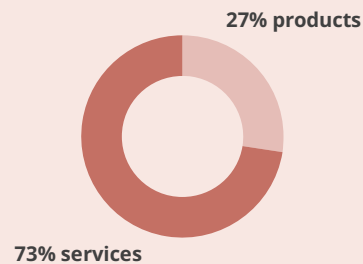
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Attractive business model

Careium’s business model combines stability with growth.

Careium combines recurring revenues from long-term public contracts with direct relations to businesses and consumers. This stability allows us to invest in innovation, while remaining resilient to economic cycles.

Revenue distribution, %



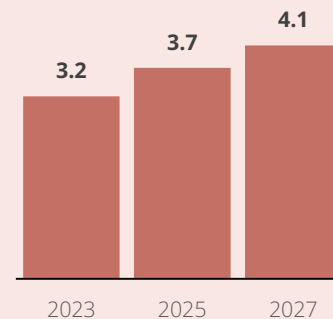
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Structurally growing market

Careium has grown by 10 percent per year over the past five years.

We expect Europeans to demand more care, especially digital services. This creates a multi-decade growth opportunity.

The European market for technology-enabled care², EUR billion



4

Contributor to sustainability

Careium creates value for users, families, and society.

Our services enhance safety, independence, and quality of life for seniors while helping care systems to manage with limited staff and rising costs.



¹ Kunskapsguiden.se (the Swedish National Board of Health and Welfare, the Swedish Medical Products Agency, the Public Health Agency of Sweden, et al.).

² Berg Insight The Telecare Market in Europe and North America published in March 2024.

2025 in brief

Well-positioned and profitable

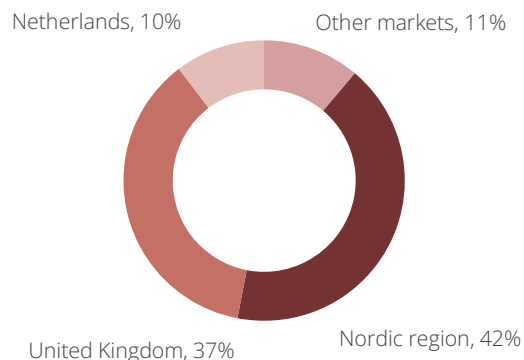
In 2025, Careium focused on achieving growth, driving digitalization, and moving towards a more integrated business, for the benefit of customers, employees, and shareholders.

Net sales amounted to SEK 854.1 million (870.7), an increase of 0.9 percent adjusted for currencies. Service sales decreased 4.5 percent to SEK 619.3 million (648.4), heavily impacted by financial lease classifications in Sweden, while product sales increased 5.6 percent to SEK 234.8 million (222.3).

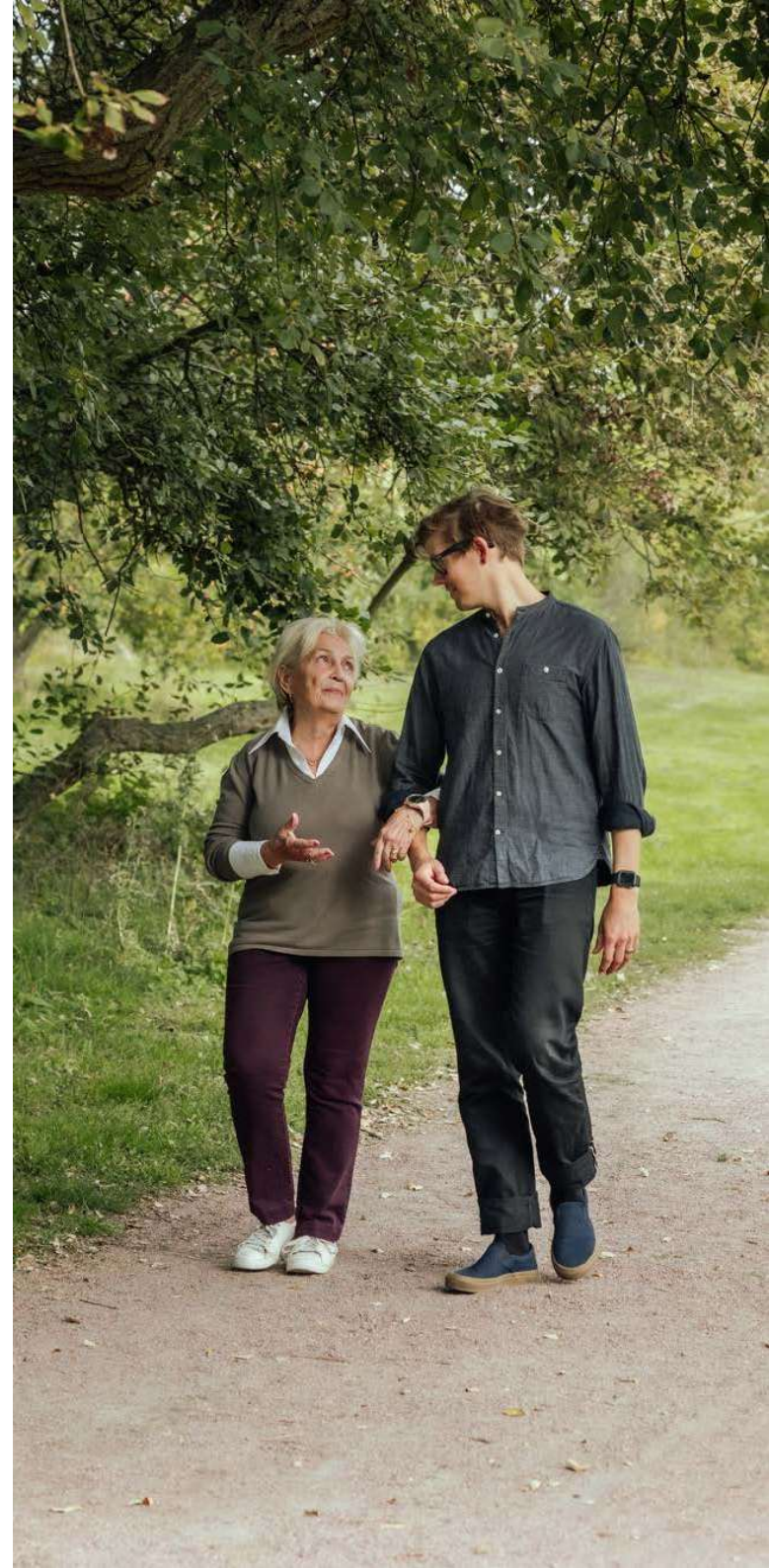
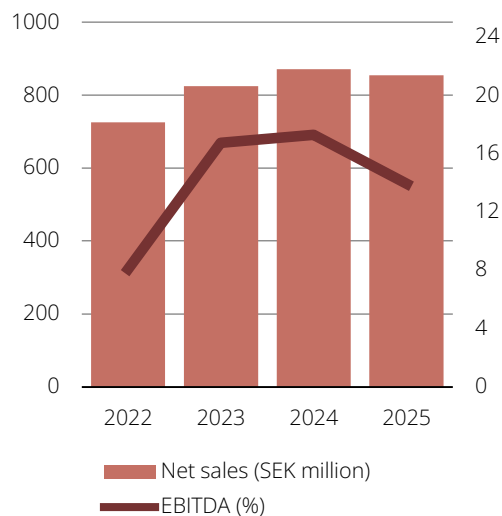
Gross margin increased to 43.9 percent (42.9). Importantly, our free cash flow improved to SEK 41.2 million (36.9).

Development	2025	2024	2023	2022
Net sales, (SEK million)	854.1	870.7	824.6	725.1
Net sales growth %	-1.9	5.6	13.7	23.4
Gross margin %	43.9	42.9	41.3	37.8
EBITDA (SEK million)	118.8	150.5	138.0	58.8
EBITDA margin, %	13.9	17.3	16.7	8.1
EBIT (SEK million)	49.2	84.0	59.4	-15.8
EBIT margin, %	5.8	9.7	7.2	-2.2
Equity/assets ratio %	62.6	64.6	62.4	57.2
Number of employees	825	800	832	844
Connections	336,000	330,000	370,000	380,000
Free cash flow (SEK million)	41.2	36.9	61.9	-87.1

Net sales by region 2025



Net sales and EBITDA



The share

The Careium share has been listed on Nasdaq First North Growth Market Stockholm since 10 December 2021 under the short name "CARE". FNCA Sweden AB is Careium's Certified Adviser.

Share price development and market capitalization

At the first listing on 10 December 2021, the share price was SEK 32.10. At the end of the fiscal year on 31 December 2025, the share price was SEK 23.80 (30.30), corresponding to a market value of SEK 579.0 million (737.1).

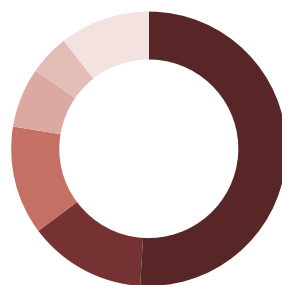
Number of shares and share capital

The number of shares in Careium AB on 31 December 2025 was 24,326,214. All shares have equal voting rights.

Investor relations

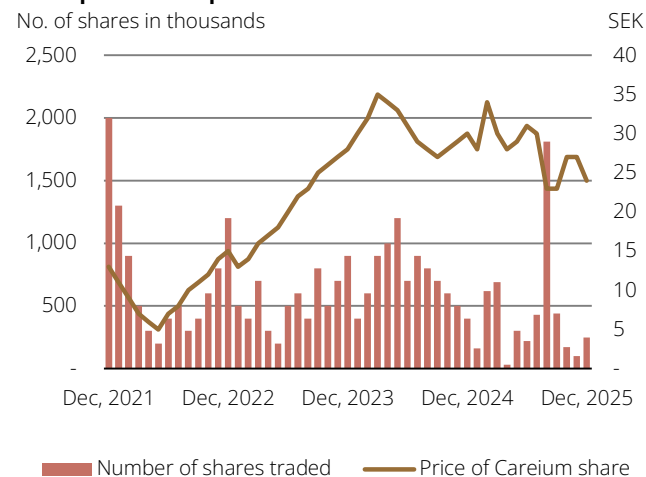
Careium is followed by analysts at ABGSC and SEB. Following the quarterly reports, the CEO gives a webcast. The CEO and CFO are regularly available for meetings and teleconferences with investors, analysts, and owners.

Investors by country, %



- Sweden, 51.0
- Finland, 13.8
- Luxemburg, 12.8
- France, 7.0
- China, 4.8
- Others, 10.6



Share price development and turnover**Data per share**

Transaction	2025
Number of shares at year-end, thousand	24,326
Share price at year-end, SEK	23.80
Highest paid	36.60
Lowest paid	22.00
Market value at year-end, SEK million	579.0
Nominal value, SEK	0.02
Profit for the year, kr	1.33
Cash flow per share ¹	5.90
Dividend, SEK	-
Dividend, share of net profit, %	-
P/E figure ²	17.83
Direct return, % ³	-

1) Cash flow from operating activities divided by the number of shares before dilution at year-end.

2) Share price at year-end divided by profit per share for the year.

3) Dividend per share divided by share price at year-end.

Share capital development

Year	Transaction	Förändring av antal aktier	Emissionskurs, kr	Ökning av aktiekapital, Mkr	Inbetalt belopp, Mkr	Totalt antal aktier
2017	New formation	5,000	100	0.5	0.5	5,000
2021	Consolidation	-4,999	-	-	-	1
2021	Split	23,998,281	-	-	-	23,998,282
2021	New share issue	327,932	0.0208	0.0	0.0	24,326,214

Ten largest shareholders

31 December 2025	Number of shares	Share of capital and votes, %
Cidro Förvaltning AB	4,353,245	17.90%
Accendo Capital	2,943,410	12.10%
Nordea Funds	2,842,246	11.68%
Lazard Frères Gestion	1,701,000	6.99%
Avanza Pension	1,652,208	6.79%
Q Technology (Group) Company Limited	1,175,753	4.83%
Swedbank Försäkring	577,831	2.38%
Thomas Eklund	469,912	1.93%
Nordnet Pensionsförsäkring	434,664	1.79%
Mats Lindberg	419,316	1.72%
Total	16,569,585	68.11%
Total number of shares	24,326,214	100%

Chairman's statement

Careium holds a leading position in the technology-enabled care industry in Europe. Our vision is to enable people to live rich, safe, and active lives – supported by innovation and human connection. Today, our products and services enhance safety for more than half a million users across several European markets.

We have the heart, the technology, the reach, and the resources to make a meaningful difference in the lives of people in need of care. Unlocking our full potential is therefore both a responsibility and an opportunity.

Having been appointed chairperson mid last year, I am thrilled by the potential ahead.

Modest growth and recurring revenue

Let me begin by summarizing 2025. Net sales amounted to SEK 854 million, an increase of 0.9 percent adjusted for currencies. We delivered growth across all markets except the Nordics, which was impacted by the accounting effects of financial leases. Encouragingly, the Nordic region returned to growth in the fourth quarter.

Our business model combines product and service sales. In 2025, product sales increased to SEK 235 million, while service revenues decreased slightly to SEK 619 million. Service contracts typically span several years, providing stability and visibility.

There are two key takeaways. First, we have the scale required to stay ahead in a rapidly evolving industry. Second, our position enables us to combine growth with a solid foundation of recurring revenues.

Gross margin improved from 42.9% to 43.9%. Operating profitability declined, primarily due to the reporting impact of financial leases and investments in strategic initiatives aimed at strengthening the business. Importantly, free cash flow improved to SEK 41 million.

A year of transformation

Internally, 2025 was a year of transformation, with a new chairperson, an Interim CEO, and several additions to the team. Looking ahead, we are now implementing actions aimed at unlocking our full market potential.

First, we are modernizing our technology to build a more scalable and flexible care platform. Second, we are strengthening our structural capital by integrating operations and harmonizing processes across markets. Third, we are refining our product offering to become more customer-centric, with a more unified approach across Europe.

A modern unified health tech company

Our ambition is clear: to build a modern, unified European health-tech company powered by a scalable care platform.

We have been building Careium for the long term. We have a leadership position in a multi-decade growth industry driven by demographic shifts and technological transformation. Europe's population is ageing, and the care sector is undergoing fundamental change through digitalization and innovation.

Unlike many competitors, we have established positions in several of Europe's most advanced technology-enabled care markets. At the same time, we have early footholds in large markets with significant populations. As these markets evolve, we are well positioned to tap into substantial opportunities.

Growing and evolving, yet fragmented market

Our strong market position provides opportunities for both organic and acquisitive growth in what remains a fragmented landscape. We are ready to take an active role in industry consolidation.

However, we will act with discipline, focusing on complementary businesses.

New CEO joining

I would like to extend my sincere thanks to our Interim CEO, Peter Heuman, who has played a vital role in driving Careium's transformation since last summer.

Building on this progress, I warmly welcome our new permanent CEO, Tove Christiansson, who will join during the second quarter of 2026. She brings extensive experience from the health-tech industry and, together with the leadership team, will continue to drive the development of technology-enabled care across Europe in close partnership with our customers.

Finally, I would like to thank our customers for our relations, our shareholders for your confidence, and our employees for your commitment.

Juha Mört
Chairman

A complete technology-enabled care offering

Careium's alarm receiving centres
Staffed 24/7



Emergency response



Social alarms
Individual living



Mobile social alarms



Installation
Individual living



Social alarms, sensors
Assisted living



Remote supervision
Individual living



Abby – mobile social GPS alarm for enhanced security

Abby is a compact and easy-to-use alarm that enhance security both in and outside the home. Abby is waterproof and can easily be worn around the neck, in a pocket or attached to the belt of a bag.

By pressing the assistance button, the user can send an alarm to the alarm receiving centre, the home care service, or to relatives. Abby is also equipped with a built-in speakerphone to facilitate direct communication.

Abby can also connect to our mobile app that allows family and friends to be involved in the care of their loved ones. Involving family and friends creates peace of mind and security not only for them but also for the user. In other words, Abby contributes to an active lifestyle without compromising on safety.

Abby is equipped with automatic alarm functions, such as fall detection and warning of any breach of predefined safety zones. Abby can also be connected to external alarm buttons and other accessories such as smoke and heat detectors.



Careium's offering – the entire alarm chain

Careium offers everything from social alarms, fall sensors and smoke detectors, to secure communication with the alarm receiving centre.

Careium's integrated technology solution

Careium is one of the few players able to offer the entire chain of social alarms, sensors, fall sensors, smoke detectors, motion detectors, cameras, locks and more with secure and resilient communication with the alarm receiving centre.

Careium's target group is municipalities, public and private care operators, insurance companies, care providers, and users. The products are used by care professionals and individuals at home and in care facilities. Both stationary and mobile social alarms can be connected.

As Careium manages the entire alarm chain, the solutions are cost-effective and quality-assured. In addition, Careium can tailor solutions to meet the needs of both care partners and users.

Preventive digital solutions

Technology-enabled care is becoming increasingly proactive, preventive, and predictive. Careium provides proactive welfare calls to service users to identify early changes in users' health and service needs.

Careium is continuously evaluating services and products that help in relation to prediction and prevention. We are broadening our offering in cooperation with partners.

A platform with great possibilities

Careium's platform provides increased security and enables an active life. It is an innovative alarm management platform, specially developed for technology-enabled care.

The platform connects our products to a comprehensive ecosystem of technology-based care services. It also facilitates the efficient launch of new services.





Individual solutions for safety in the home

Careium's users can feel safe in their homes with a social alarm connected to an alarm centre.

Careium's social alarms are a straightforward way to offer safety in the home to people in need of assistance. At the touch of a button, the user is connected directly to alarm centre, which is staffed 24/7 by trained operators. Thanks to a wide range of accessories, the solution can be adapted to the individual's needs.

Additional sensors can monitor everything from smoke and temperature to movement. This ensures that the individual's health and home environment can be evaluated proactively.

We offer a wide range of accessories for a safer home:

- Smoke detectors and stove guards
- Flood sensors and heat sensors
- Fall sensors and motion sensors
- Medical reminders
- Alarm buttons
- Electronic locks



Active and safe living, even outdoors

A mobile social alarm makes it easier for people in need of assistance to continue to live an active life. The care provider chooses whether to connect the alarm to an alarm receiving centre, relative or care professional. The service can function as a mobile social alarm, a tracking alarm or both in combination.

The solution includes an alarm that is connected to an alarm receiving centre, GPS-based localization, and tracking. It is also possible to set up "safety zones", where an alarm is activated if the service user leaves the zone.

Smart features for outdoor safety:

- Our mobile app
- Alarm button
- Two-way voice communication
- GPS and A-GPS localization
- Tracking
- Safety zones, known as Geo-Fencing
- Remote management via web portal



Remote supervision and night watch

Remote supervision is a safe and less intrusive alternative to physical home visits.

Remote supervision takes place using a camera that is activated during certain times or when needed. Supervision is undertaken by qualified staff, and no images or video recordings are saved.

Our supervision service includes:

- Camera
- Communications equipment
- Supervision via alarm receiving centre
- Alarm notifications to on-duty care professionals
- Fixed monthly cost
- Tailored to service users' needs

Careium's alarm receiving centres

Careium provides an end-to-end digital alarm chain that enhances safety for municipalities, private care providers, and users. Our five alarm receiving centres get around 25,000 alarms every day. The centres are open 24 hours a day.

Careium's alarm operators have training and experience in care. We are proud to treat all our service users with respect and empathy, and to stay focused on their individual needs. Together, our operators speak more than 25 languages. All calls are recorded and can therefore be followed up in detail.

Careium is continuously following development in artificial intelligence, to explore ways of supporting our operators and enhancing service quality, while ensuring that human care remains at the core of our service.

Uninterrupted alarm reception

Careium also provide backup alarm reception to customers running their own alarm receiving centres. This means Careium's alarm operators receive and answer our customers' alarms to cover for overflow situations where the customers' own operators are unable to answer. This ensures that alarms are still answered and processed within agreed lead times. This service also provides customers with uninterrupted alarm during for instance maintenance or training.

Products and services you can trust

Careium's product development is quality-certified according to ISO 9001, ISO27001 and ISO14001. Careium has clear processes to ensure that its products and services meet customers' requirements and comply with legislation.



Careium's strategy

Careium has built up significant expertise, launched a complete product range, and reached a leading position in our key markets. Our aim is to be the leading player in developing and providing technology-enabled care.

Mission and vision

Careium's mission is to enable millions of people to lead active lives through innovative technology and human connections. We use smart technology to help individuals according to their needs and to create the right conditions for better care.

Careium is dedicated to helping society deliver better and more effective care and is convinced that technology-enabled care is an important part of the solution. This is why Careium is using its integrated technology, service organization, and experience to transform the care industry.

Sustainable development

Technology-enabled care is not about replacing human welfare resources, but about creating security, freedom, and independence for people with physical and cognitive limitations. At the same time, society is facing a growing elderly population and an increasingly strained healthcare organization with a shortage of staff and increasing costs. Here Careium plays a key role.

By automating, digitizing, and streamlining parts of care, our solutions relieve the burden on healthcare staff and allow resources to last longer, without compromising quality or safety. Our services complement the work of healthcare and make it possible for municipalities and healthcare providers to deliver the same or better care, even when needs increase and resources decrease.

Continued growth, technical leadership

Careium's ambition is to be the best possible partner for care partners, users and families. To achieve this, Careium focuses on product development to meet customers' needs.

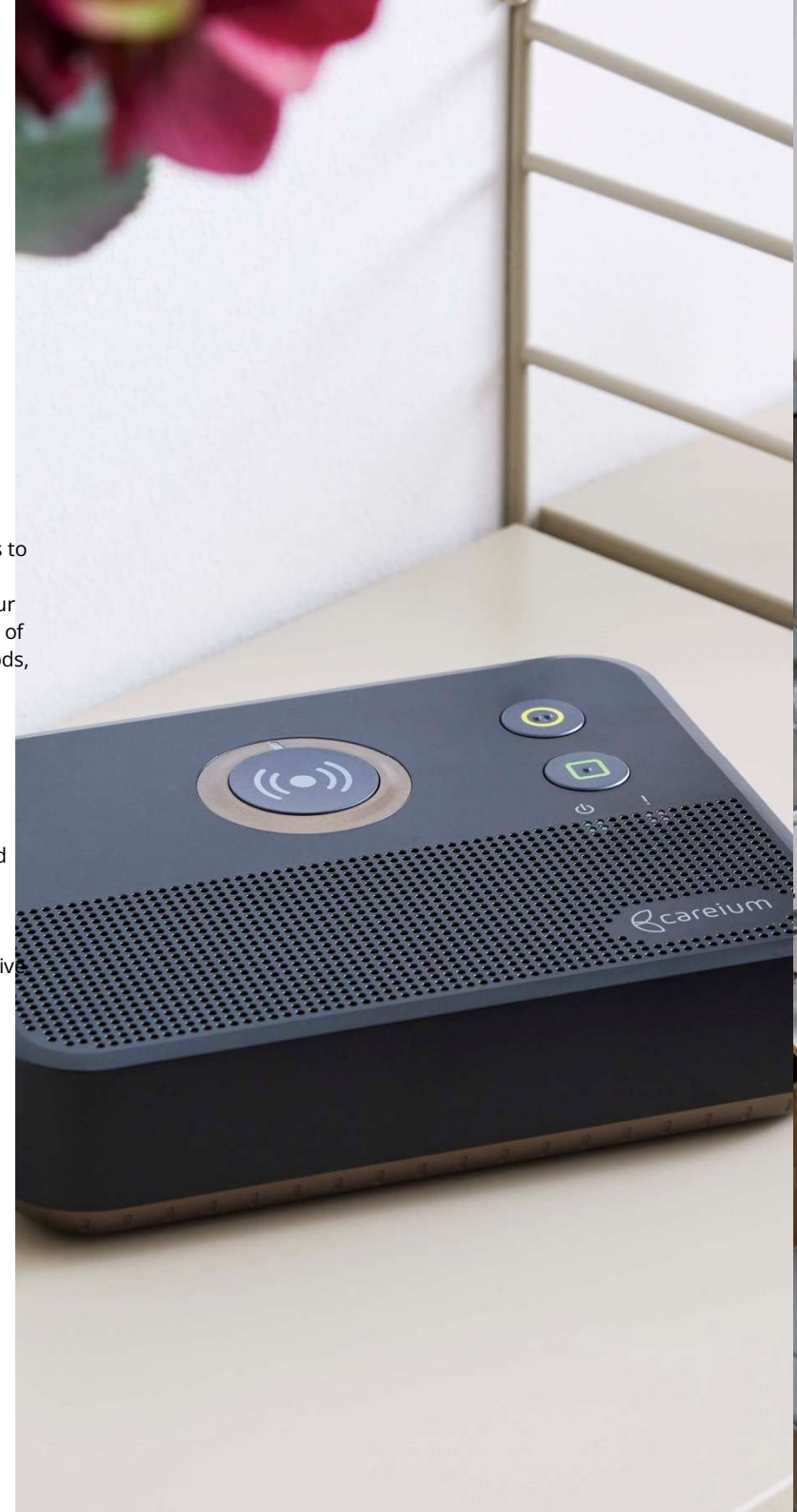
The focus is also on rationalising and integrating operations to achieve a more streamlined and standardised organization.

Our continued success is based on our ability to develop our human capital and structural capital. By investing in the skills of our employees and in shared processes, systems, and methods, we create an organization that delivers high quality and is equipped for the demands of the future.

Digitalised welfare creates security and safety

Technology-enabled care facilitates new health and care models, with more effective care and greater focus on preventive measures. With Careium's technology, injuries and illnesses can be prevented to a greater extent, or prevented from becoming exacerbated, while seniors can retain their health, independence, and freedom.

The European market for proactive, preventive, and predictive solutions is still at an early stage, but is growing rapidly, with numerous new initiatives.



Strategy for growth

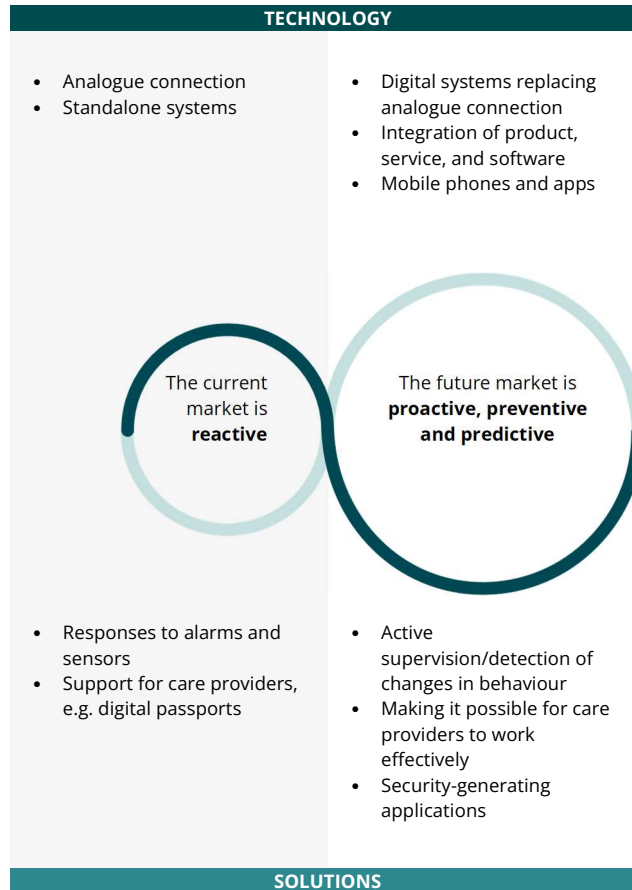
Careium has strong positions in its key markets and has good knowledge of the growth markets. The aim is to drive organic growth by taking a leading position in the digitalization across Europe. We use our strong base in Sweden, the UK, Norway, and the Netherlands to increase market shares. The company has a clear strategy for organic growth in our core business, as well as an acquisition strategy to continuously evaluate new markets and new technology.

A comprehensive offering

Careium is one of the few players that offers the entire value chain, with hardware, its own software platform and alarm receiving centres. Our flexible, modular care platform is an important part of our offering.

By combining our proprietary products with products from third parties, Careium is a full-service provider of technology-enabled care, with a comprehensive portfolio of products and services.

NEXT-GENERATION SOLUTIONS TRANSFORMING THE MARKET



New services and recurring revenue

Careium's business is largely driven by public procurement procedures, with contract lengths of several years, ensuring long-term customer relationships and limited cyclical sensitivity.

The business model is based on the service aspect of the offering (alarm supervision, connectivity, hardware rental, installation, and field responders), which accounts for 73 percent of the business, and generates recurring revenue.

New customers and an expanded market

Careium is an established player in individual living in our key markets. At the same time, we are gradually broadening our offering towards assisted living, where municipals and private care providers support people with care needs. By offering solutions for both types of housing, we strengthen our position and meet growing demand throughout the care chain.

Market overview

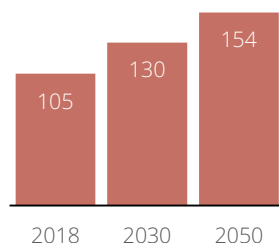
People are living longer than ever, but a growing proportion of elderly people also presents challenges. A declining proportion of people of working age will need to take care of a growing population of elderly people in need of support and assistance within and outside the home. Careium is well-positioned to play a leading role when new digital technology is introduced, shaping tomorrow's care.

Demographic changes driving growth

The proportion of elderly people with different support, care, and assistance needs within and outside the home will increase. This means that people of working age will have to bear an increasingly heavy burden to cover the social expenditure for our elderly population.

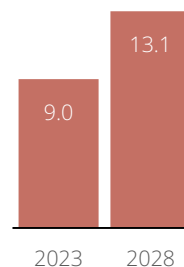
The shortage of care staff increases the need for time- and cost-efficient technical products and services that make everyday life easier. There is a need for many elderly people to retain their vitality, with the ability to live an active life. This makes it important to develop effective solutions that contribute to a better quality of life and enable elderly people to stay in their homes longer.

Growing elderly population in Europe
Population aged 65+ years¹



¹ United Nations, Projections of mortality and causes of death, 2016 to 2060 (2018).

People using telecare in Europe
million people²



² Berg Insight The Telecare Market in Europe and North America published in March 2024.



The market for technology-enabled care

The market for technology-enabled care in Europe has grown by more than 6 percent per year in recent years and is estimated to exceed EUR 4 billion by 2027. Digitalized technology-enabled care offers several benefits for caregivers, relatives, patients, or users.

There are about 9 million users of digitalised technology-enabled care in Europe, equivalent to only 7 percent of the population aged 65 years or older.¹ The demand for technology-enabled care is driven partly by the need to reduce the number of patients who need to visit cost-inefficient health and care facilities. In addition, the continued digitalization of society entails an increased interest in, and knowledge and understanding of innovative technology.

There is great variation in the use of technology-enabled care, with scope for further growth in many parts of Europe. The UK, the Netherlands, Sweden, and Norway are some of the countries that have adopted guidelines favouring the use of technology-enabled care. More countries are taking steps in this direction.

Key growth drivers in technology-enabled care

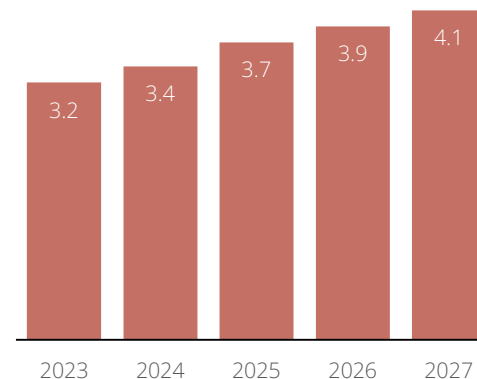
1. A growing market with an expanding proportion of older people in the population.
2. Use of technology-enabled care is increasing.
3. Increased revenue per customer as new products and services are introduced.
4. The digital transition means that a large part of the installed basic equipment needs to be replaced.

Broadening Careium’s customer groups

Elderly people want to live an active life, and as they become more tech-savvy, they will demand new products and services that can ensure a safer and more secure everyday life. This also includes offerings that connect the elderly with their relatives when more elderly people need support and assistance in their own home.

Careium is developing product and service offerings for individual and assisted living where municipal or private care providers take care of seniors in greater need of assistance. The success factor is that these care providers are already familiar with Careium, via social alarm and connected solutions.

Market outlook¹, EUR billion



¹ Berg Insight The Telecare Market in Europe and North America published in March 2024.

Strong key markets

Careium's goal is to be the leader within technology-enabled care in Europe. We have a strong position especially in the Nordic region, but increasingly also in the rest of Europe.

Sweden

Careium is the market leader within individual living in Sweden. Sweden has come a long way in the transition to digitalised technology-enabled care.

UK

The UK is a market with many small private and municipal service providers. Careium is one of the largest suppliers in the country.

Norway

Norway is the market that currently has the highest demand for new types of services, products, and solutions for care. Careium has a market-leading position in within individual living in Norway.

Netherlands

The market in the Netherlands is driven by insurance companies and care providers, rather than public players. Careium is one of the three leading players in the Netherlands.

Other markets

Careium intends to strengthen its presence in markets such as Germany, France, and Denmark.

Still a fragmented market

The market for technology-enabled care is fragmented, with many players that are focused on individual markets or offerings.

In simplified terms, the players can be categorised based on their offering of hardware, software, and services. In terms of hardware, primarily companies such as Careium, Tunstall, LeGrand and Telealarm have a broader European presence. The main players in the industry are those offering a combination of alarm services and a broader service offering, such as Careium, Tunstall and LeGrand.

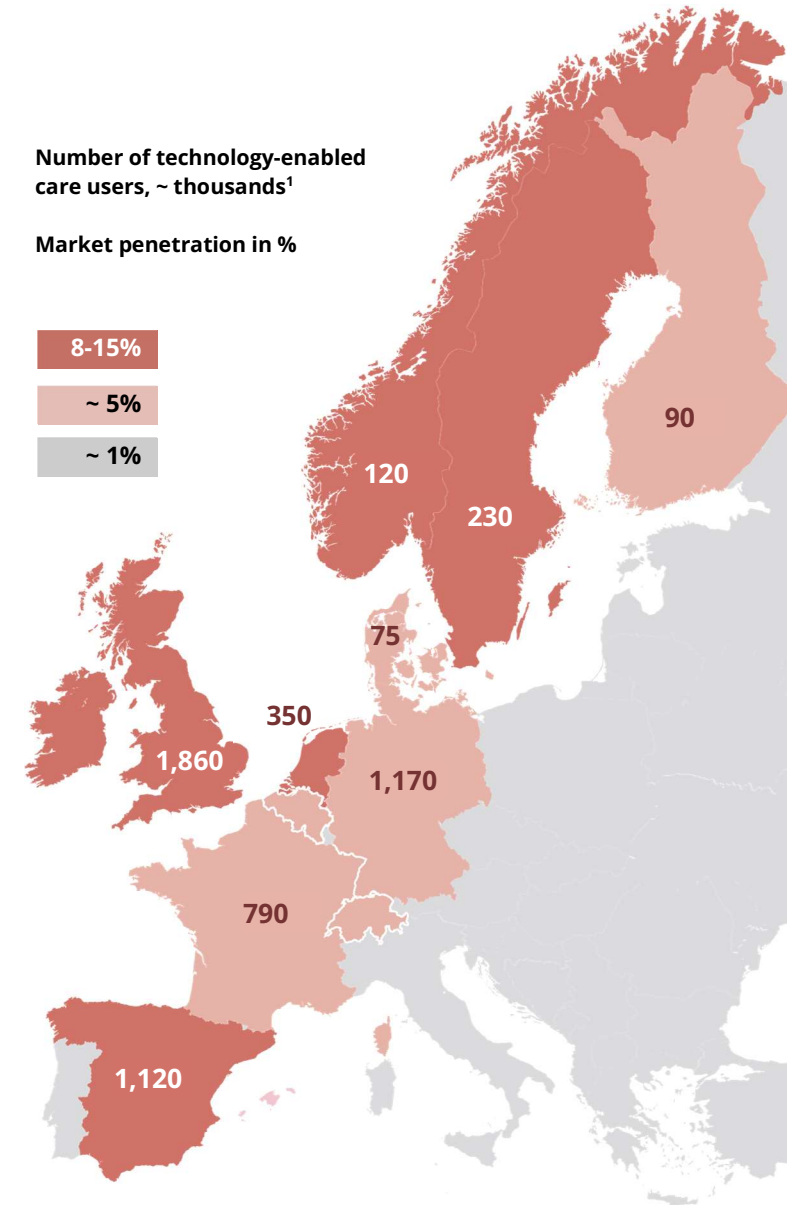
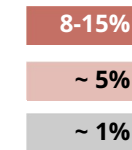
Service delivery is often local, meaning that most players who deliver services to the end user often do so in one country. Today, Careium and Tunstall are the players with a broader European service delivery presence.

Besides the leading equipment providers, there are specialised suppliers and innovation companies focusing on such areas as activity monitoring, mobile telephony services, and monitoring of medication.

The fragmented market is expected to mature with the transition to new technology-enabled care solutions.

Number of technology-enabled care users, ~ thousands¹

Market penetration in %



Market penetration refers to the proportion of technology-enabled care users in the 65+ population.¹

Corporate governance

The Swedish Corporate Governance Code (“the Code”) applies to Swedish limited liability companies whose shares are admitted to trading on a regulated market in Sweden. The company is thereby not formally covered by the Code and the Board of Directors has currently chosen not to apply the Code.

General information about Careium

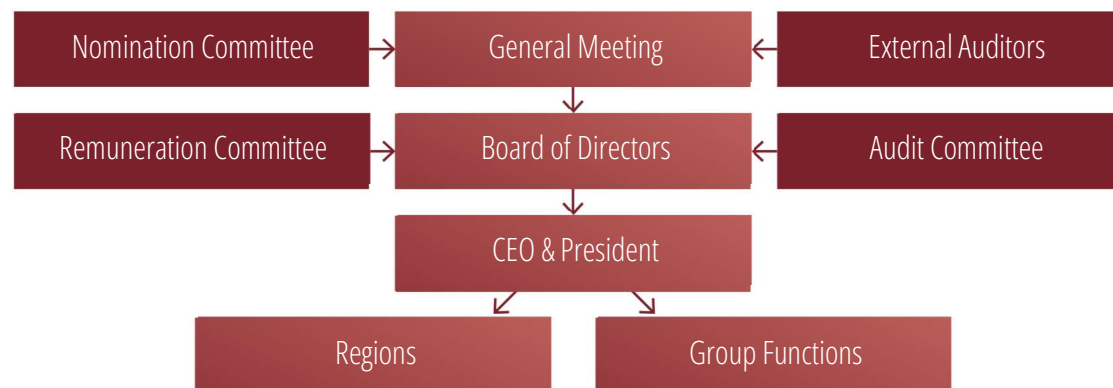
Careium is a Swedish public limited liability company. The Company’s governance is based on the Articles of Association, the Swedish Companies Act, the Swedish Annual Accounts Act, First North’s regulations, and other applicable regulations. Careium is governed through several bodies. At the General Meeting, the shareholders exercise their voting rights, for example, to influence the composition of the Board of Directors and to elect auditors. The CEO is responsible for and leads the day-to-day operations in accordance with the Board of Directors’ guidelines.

Shareholders

According to the shareholder register held by Euroclear Sweden AB, on 31 December 2025, Careium had 4,569 shareholders. Foreign shareholders accounted for 49 percent of the total number of shares. The number of shares in Careium was 24,326,214 and the market capitalization was SEK 579.0 million. Careium’s largest owners were Cidro Förvaltning (17.90 percent), Accendo (12.10 percent) and Nordea Funds (11.68 percent) per December 31, 2025.

General Meeting

The General Meeting is the highest decision-making body in a limited liability company. It is at the General Meeting that all shareholders can exercise their voting rights and decide on matters that affect the company and its operations. The Swedish Companies Act and the Articles of



Association stipulate how General Meeting shall be convened and who has the right to participate and vote.

The Annual General Meeting shall be held within six months after the end of the fiscal year. At the Annual General Meeting, resolutions are made on the adoption of the income statement and balance sheet for the company, allocation of the profit or loss for the year according to the approved balance sheet, discharge from liability for the Board and the CEO for the financial year, appointment of Board members and auditor, and remuneration to Board members and auditor according to legislation and articles of association.

All shareholders who are directly registered in the shareholder register kept by Euroclear Sweden six banking days before the General Meeting, and who have notified the Company of their intention to attend the General Meeting no later than the date stated in the notice convening the General Meeting, have the right to attend. Shareholders can attend the General Meeting in person or by proxy and can also be accompanied by assistants.

Nomination committee

At Careium’s Annual General Meeting on 24 April 2025, a resolution was adopted on the principles for the composition and work of the Nomination Committee of the company, which will apply until a resolution to change the principles is adopted by the Annual General Meeting.

Nomination Committee for the 2026 AGM

Prior to the 2026 AGM, the Nomination Committee consists of Peter Lindell, Cidro Förvaltning, chair of the Nomination Committee, Mats Hellström, Nordea Funds and Louis So, Kunshan Q Technology. In addition, Juha Mört, Chair of the Board of Directors, is co-opted to the Nomination Committee.

The majority of the members of the Nomination Committee must be independent of the company and its management. Neither the CEO nor any other member of the management will be a member of the Nomination Committee. At least one member of the Nomination Committee will be independent of the largest shareholder or group of shareholders in the

company with voting rights who cooperate on the management of the company.

The Nomination Committee will submit proposals to the Annual General Meeting on the matters set out below:

- Election of the chair of the meeting,
- Number of Board members,
- Election of the chair of the Board,
- Election of Board members,
- The remuneration of the Board of Directors with a breakdown between the chair of the Board and the other members and, where appropriate, remuneration for committee work,
- Election of auditor(s) and proposals for fees to the company's auditor, and
- Proposal for a decision on the principles for establishment of the Nomination Committee.

Board of Directors

The Board of Directors is the highest decision-making authority after the General Meeting and also the highest executive body. The Board of Directors will continuously assess the company's financial situation and ensure that the company's organization is designed in such a way that the accounting, management of funds, and the company's financial circumstances are otherwise controlled in a satisfactory manner. According to the Swedish Companies Act, the Board of Directors is responsible for the company's organization and management of the company's affairs.

The members of the company's Board of Directors are elected at the Annual General Meeting for the period until the end of the next Annual General Meeting. Careium's Articles of Association do not contain any restrictions regarding the eligibility of Board members. According to the Articles of Association, the Board of Directors will consist of a minimum of three and a maximum of ten members.

The Board of Directors decides on issues concerning the company's business focus, strategy, business plan, resources and capital structure, organization, acquisitions, major investments, divestments and annual reports, as well as other general issues of a strategic nature. In addition, the Board of Directors considers and decides on other matters that are deemed to fall outside the scope of the CEO's authority. The Board of Directors will also ensure that the company's

disclosure of information is characterised by openness and that it is correct, relevant and reliable. In addition, the Board of Directors' tasks include appointing, evaluating and, if necessary, dismissing the CEO.

The Board of Directors has adopted rules of procedure for its work which, among other things, contain rules for the number of ordinary Board meetings, matters to be dealt with at ordinary Board meetings, the chair's duties, and instructions regarding the division of responsibilities between the company's Board and CEO. The Rules of Procedure, which are decided annually by the Board of Directors, also contain instructions on which financial reports and which financial information must be submitted to the Board. The full Board of Directors served as the Audit Committee and Remuneration Committee during the year.

The Board of Directors held 14 meetings during the year. All Board members attended all meetings. At each Board meeting, the Board considers whether there are any conflicts of interest for each item to be decided.

Evaluation of the work of the Board

The Nomination Committee is responsible for evaluating the Board's work, together with an independent party. The evaluation is carried out annually.

Remuneration of the Board of Directors

The remuneration of Board members, the chair of the Board and for committee work is decided annually by the Annual General Meeting. A remuneration proposal is prepared by the Nomination Committee. Remuneration to the Board during the year was paid as follows:

- Chairman Juha Mört received SEK 341,000 for chairmanship of the Careium's Board of Directors.
- Kai Tavakka, Sara Lindell and Nils Normell received SEK 306,667 each and Janne Holmia received SEK 206,667 for their work on the Board. Maria Khorsand received SEK 250,000 until she resigned in May.

Total remuneration for the Board of Directors amounted to SEK 1.7 million (1.5), in line with the AGM's decision.

Diversity policy on the Board

The members of Careium's Board of Directors must as a group have a composition appropriate to the company's business,

stage of development and other circumstances, characterised by diversity and breadth in terms of the skills, experience and background of the members elected by the General Meeting. An even gender division must always be sought.

Auditor

The auditors monitor and review the management of the company by its Board of Directors and CEO, and the quality of the company's financial reporting. On 24 April 2025, the auditor company Öhrlings PricewaterhouseCoopers AB, with address Anna Lindhs Plats 4, 211 19 Malmö, was appointed as Careium's auditors for the period up to the end of the 2026 Annual General Meeting, with Johan Rönnbäck, chartered accountant and member of FAR (the industry association for chartered accountants), as principal auditor.

In the past year, fees for audit work within the Careium Group amounted to SEK 1.2 million (1.5).

The CEO and senior executives

Peter Heuman, the company's CEO, is subordinate to the Board of Directors and is responsible, in accordance with the Swedish Companies Act, for the day-to-day management of the company's affairs in accordance with the Board's guidelines and instructions.

The Board of Directors has established instructions for the CEO to clarify the responsibilities and powers of the CEO ("CEO instructions"). The Board must continuously evaluate the work of the CEO. According to these instructions, the CEO will also provide the Board of Directors with the information and decision-making information required for the Board to be able to fulfil its duties to be responsible for the management of the company's affairs and continuously monitor operations. The CEO shall, within the framework of the Swedish Companies Act and the business plan, budget and CEO instructions established by the Board, as well as other guidelines and instructions issued by the Board, make the necessary decisions on the day-to-day management of the Company.

The CEO and senior executives, with the support of various staff functions, are responsible for ensuring compliance with the company's overall strategy, financial and business controls, and the Group's financing, capital structure, risk management, and acquisitions. This includes the establishment of financial statements, as well communicating with and providing information to investors.

Against the background of the follow-up and controls that the Board, the CEO and the auditors perform it was not considered necessary to establish a special internal audit function.

Remuneration to Group Management

Guidelines for senior executives, applied in 2025, were adopted by the Annual General Meeting of Careium in April 2022. The total remuneration will be reviewed annually to ensure that it is market-based and competitive.

The remuneration to senior executives and employees within Careium must reflect the individual's performance, conduct and responsibilities, in both the short and the long term.

On assessment of the performance of the CEO and the Group Management, in relation to several predetermined, well-defined goals (individual, departmental and group-related), Careium applies a structured process to assess performance accurately. In addition to a fixed basic salary, members of the management team can also receive variable cash remuneration, which must have a predetermined ceiling and be based on measurable targets (qualitative, quantitative, general and individual). Terms and conditions for variable remuneration must be designed in such a way that the Board of Directors has the potential to limit or refuse to pay variable remuneration if such a measure is deemed reasonable. Such remuneration may not exceed an amount corresponding to 30 percent of the fixed annual salary and must not be paid more than once per year per individual for a member of the Group Management, except for the CEO, who may receive up to 50 percent. Decisions on such remuneration will be made by the Board of Directors.

In 2025, the company's CEO received a salary of SEK 1.6 million for the period 1st of January to 18th of August and the cost for the Interim CEO amounted to SEK 2.8 million for the period 18th of August to 31st of December. Salaries to the other members of the Group Management amounted to SEK 9.1 million.

Governance of subsidiaries

The 11 subsidiaries are governed and supervised by their own Boards in each country, mainly consisting of representatives of Careium in Sweden. Careium's President and CEO or CFO is the chair of the Board of Directors of each subsidiary. The subsidiaries report to the Careium Board of Directors at all

meetings. The reports contain information on the performance and financial position of each company.

Risk assessment

Risk and risk management in Careium's operations are described in more detail in the Risk Management section on pages 39-41. The specific financial risks are described in more detail in Note 22 on page 65. Careium performs an ongoing risk assessment to identify material risks that could lead to errors in financial reporting. Risk management is embedded in each process and various methods are used to assess and mitigate risks and to ensure that the risks to which Careium is exposed are managed in accordance with established regulations, instructions, and monitoring procedures. The purpose is to reduce any risks and promote correct accounting, reporting, and information disclosure.

Malmö, March 2026

Careium's Board of Directors

Board of Directors



Juha Mört
Chair of the Board since 2025
Born: 1972

Education: MSc from Oulu University.

Experience: Former chairman of Teknos Group Oy and Doro AB. Entrepreneur with experience from telecom and leading positions from Powerwave Technologies Inc., Filtronic PLC and Prism Microwave Inc.

Other ongoing assignments: CEO Innohome Group Oy.

Holding in Careium (including related parties' holdings)*:
45,000 shares.

Independence: Independent in relation to Careium, its management and its major shareholders.



Sara Lindell
Board member since 2024
Born: 1986

Education: MSc in Industrial Engineering and Management from Linköping University.

Experience: Chief Commercial Officer, Releasy Customer Management, Management Consultant Centigo and Investment Manager at Cidro Holding AB.

Other ongoing assignments: Board member of Elk Audio AB, Berno Invest AB and OrganoClick AB.

Holding in Careium (including related parties' holdings)*:
5,354,156 shares.

Independence: Independent in relation to Careium and its management and dependent in relation to Cidro Förvaltning AB.



Kai Tavakka
Board member since 2022
Born: 1986

Education: MSc in Economics from Aalto University and CFA Charterholder from CFA Institute.

Experience: Corporate finance at Danske Bank and PCA Corporate Finance.

Other ongoing assignments: Managing Partner at Accendo Capital and Board member of SSH Communications Security Corp and Remedy Entertainment.

Holding in Careium (including related parties' holdings)*:
666,410 shares.

Independence: Independent in relation to Careium and its management and dependent in relation to Accendo Capital.



Nils Normell
Board member since 2024
Born: 1964

Education: MSc from Kungliga Tekniska Högskolan and MBA, Stockholm School of Economics.

Experience: Leading positions at Microsoft, Apple, Nokia, Electrolux, and start-ups.

Other ongoing assignments: President Market Unit Europe and Rest of World at Tobii Dynavox AB.

Holding in Careium (including related parties' holdings)*:
15,822 shares.

Independence: Independent in relation to Careium, its management and its major shareholders.



Janne Holmia
Board member since 2025
Born: 1982

Education: MSc in finance and BSc in business from University of Florida.

Experience: Owner and board member in technology companies and senior positions at Verdane.

Other ongoing assignments: Senior Advisor at Verdane, an investment firm that collaborates with technology-driven and sustainable companies.

Holding in Careium (including related parties' holdings)*:
0 shares.

Independence: Independent in relation to Careium, its management and its major shareholders.

Management



Peter Heuman
Interim CEO since 2025
Born: 1976

Education: MSc in Engineering from Chalmers University of Technology.

Experience: Background as CEO of Nordic listed companies Micro Systemation and NEXT Biometrics, along with experience from positions at Ericsson and Kinnevik, among others.

Other ongoing assignments:

Holding in Careium (including related parties' holdings)*: 0 shares and 0 employee stock options.



David Granath
CFO since 2024
Born: 1981

Education: MSc in Industrial Economics from Linköping University.

Experience: Previously CFO of Polarium and Qliro Group, management consultant at Applied Value and business controller at Dustin.

Other ongoing assignments: Board member of Söder Sportfiske AB.

Holding in Careium (including related parties' holdings)*: 15,000 shares and 60,000 employee stock options.



Annika Ramsing
CHRO since 2021
Born: 1972

Education: BSc in behavioural science from Lund University.

Experience: Former CHRO at Doro AB and experience from assignments as Group HR Manager for TwentyFourSevenGroup AB, HR Manager for 3DK and HRBP for Grontmij AB.

Other ongoing assignments: -

Holding in Careium (including related parties' holdings)*: 1,946 shares and 20,000 employee stock options.

Management



Ulrik Nilsson
CSCO since 2021
Born: 1971

Education: General upper secondary education in electrical telecommunications.

Experience: Former VP Operations at Doro AB and previous experience from assignments as Operations Director and IT/ IS Director.

Other ongoing assignments: -

Holding in Careium (including related parties' holdings)*: 19,000 shares and 20,000 employee stock options.



Oskar Hägglund
CIO since 2023
Born: 1976

Education: MSc in Business from Umeå University.

Experience: Former IT manager at Attendo AB and experience from IT positions at SJ and Swedavia and as IT management consultant at Connecta.

Other ongoing assignments: -

Holding in Careium (including related parties' holdings)*: 5,346 shares and 20,000 employee stock options.



Alexander Golubev
Interim CTO since 2026
Born: 1988

Education: Specialist in Mathematics and Computer Science from St Petersburg State University.

Experience: Consultant from Netlight with experience from several companies within Media, E-commerce and FinTech.

Other ongoing assignments: -

Holding in Careium (including related parties' holdings)*: 0 shares and 0 employee stock options.

Christian Walén was CEO until August 2025, Alexander Jubner was CTO until January 2026 and Martin Puumalainen was CCO until March 2026.

*Refers to shareholdings per 1 March 2026

Remuneration report

This report describes how the guidelines for remuneration to senior executives of Careium AB, adopted by the Annual General Meeting 2022, were implemented during the financial year 2025. The report also provides information on remuneration to the CEO and a summary of the company's outstanding share-related and share price-related incentive programs. The report has been prepared in accordance with the Swedish Companies Act and the Rules on Remuneration of the Board and Executive Management and on Incentive Programmes issued by the Stock Market Self-Regulation Committee.

Rules on remuneration to senior executives and on incentive programmes

Further information about remuneration to senior executives can be found in Note 5 (Employees and staff costs) on pages 57-58 of the 2025 Annual Report. Information about the work of the Board in remuneration related matters during 2025 can be found in the Corporate Governance Report on pages 19-21 of the 2025 Annual Report. Board fees are not covered by this report. Such fees are decided annually by the Annual General Meeting and are disclosed in Note 5 on pages 57-58 of the 2025 Annual Report. The company has not paid any remuneration to the Board of Directors in addition to what was resolved by the Annual General Meeting. The Chairman of the board summarises the company's performance in his report on page 8 of the 2025 Annual Report.

The main purpose of the report is to give shareholders the opportunity to form an opinion on how the guidelines have been applied. During the financial year 2025, the company has complied with the applicable remuneration guidelines adopted by the general meeting. No deviations from the guidelines have been made and no derogations from the procedure for implementation of the guidelines have been made. The principles and the governance model for remuneration are set out in the guidelines, which states that remuneration must be in

line with the company's business strategy, long-term interests and sustainability.

Excerpts from the policy are marked with " below: "The guidelines promote the company's business strategy, long-term interests and sustainability

For Careium to successfully implement the company's business strategy, as described on the company's website, and to safeguard the company's long-term interests, including its sustainability, the company needs to be able to recruit, retain and continue to motivate qualified employees.

The remuneration to senior executives and employees within Careium must reflect the individual's performance, behaviour and responsibilities, both in the short and the long term. When assessing the performance of the CEO and the Group Management, in relation to a number of predetermined, well-defined goals (individual, departmental and group-related), Careium applies a structured process to assess performance accurately. This process not only takes account of "what" is delivered, but also "how" it is delivered, i.e. performance in combination with conduct. Decisions regarding the payment of remuneration may only be made based on the guidelines set out in policies and instructions. Discrimination relating to factors such as race, gender, age, religion, or ethnicity is not permitted under any circumstances.

The remuneration to senior executives and employees normally consists of:

- Fixed basic salary
- Short-term variable remuneration paid in cash (key individuals)
- The potential to participate in long-term incentive plans (key individuals), and
- Pension and other customary benefits

The fixed basic salary will consist of a fixed annual cash salary corresponding to remuneration for the role and the position. The size of the remuneration is influenced by the complexity of the work, responsibility, performance, local market conditions and how it contributes to achieving the business goals. As the fixed salary must reflect the performance of the executive, it is individual and differentiated.

Fixed-term, variable remuneration must be based on the achievement of predetermined targets, and the variable remuneration must have a predetermined ceiling. The outcome must be linked to measurable targets (qualitative, quantitative, general, and individual). No remuneration can be paid if there is no clear link to the achievement of the targets. In the case of financial targets, the assessment must be based on the latest financial information published by the company. A short-term programme with variable salary aims to safeguard the

TABLE – TOTAL REMUNERATION TO THE CEO IN 2025 (SEK THOUSAND)*

CEO	Fixed remuneration	Variable remuneration	Other benefits	Pension costs	Extraordinary expenses **	Total remuneration	Proportion of fixed/ variable remuneration
Christian Walén	1,592		2	457	4,661	6,712	100/0

*The table shows the remuneration paid for the period 1 January-18 August 2025.

** Christian Walén left the company on August 18 and is exempt from work from August 19 during the notice period, which extends until August 18, 2027. Salary and pension will remain unchanged throughout the notice period. Extraordinary items include final salary. Cost for interim CEO amounted to SEK 2,766 thousand for the period 18 August-31 December 2025.

Company's long-term sustainability, and a maximum cost including social security contributions for variable remuneration may not exceed the fixed remuneration of the company's senior executives. Terms and conditions for variable salary must be designed in such a way that the Board of Directors has the potential to limit or refuse to pay variable salary if such a measure is deemed reasonable. Such remuneration may not exceed an amount equivalent to 30 percent of the fixed annual salary and may not be paid more than once per year per individual for a member of the Group Management, except for the CEO, who may receive up to 50 percent. Decisions regarding such remuneration must be made by the Board of Directors following a proposal by the Remuneration Committee.

Additional variable cash remuneration may be paid in extraordinary circumstances, provided that such extraordinary arrangements are for a limited period of time and are only made at an individual level, either for the purpose of recruiting or retaining employees, or as remuneration for extraordinary work over and above the person's normal duties."

The Board's view is that the total remuneration to the CEO is in accordance with the company's guidelines. The remuneration contributes to the company's long-term results by being market-based and founded on predetermined targets. The CEO's remuneration is a consequence of the achievement of measurable goals (qualitative, quantitative, general, and individual). During the period, the company has not recovered any variable remuneration. The company's process regarding the payment of variable remuneration is such that payment is only made following verification that the relevant targets have been achieved but provides the potential for recovery if a situation arises that brings the issue to the fore.

Employee Stock Option Program

In addition to remuneration covered by the remuneration guidelines, the general meeting of the company has resolved to implement a long-term share-related incentive program. On April 24, 2025, the Annual General Meeting resolved to implement an employee stock option program to ensure commitment for key employees through a remuneration system linked to the company's future value growth. The employee stock option program comprises a maximum of 600,000 employee stock options (maximum dilution 2.4%). The employee stock options shall be allotted free of charge. Each employee stock option entitles the holder to acquire, provided that the barrier and ceiling conditions are met, one share in Careium for a subscription price corresponding to the share's quota value. The employee stock options vest after three years. For detailed information, see www.careium.com/en/investor-relations/annual-general-meeting

Fair value of the options is calculated with the Black & Scholes model adjusted for barriers and cap. At grant date (May 28, 2025), the employee stock option was valued at SEK 19.77 based on the following parameters: the risk-less interest rate 1.94%, value of the underlying share 27.5 SEK, duration of the option 3 years, barrier 36.84 SEK, cap 70.00 SEK and volatility 40.3%.

A total of 455,000 stock options is granted to senior executives of which 120,000 had been forfeited as of 31 December 2025, which means that 335,000 stock options were outstanding as of 31 December 2025. Since then, a further 40,000 stock options have been forfeited. 145,000 stock options remain in the option pool. The company has issued 600,000 warrants of series 2025 to secure delivery to the participants in the Employee Stock Option Program in accordance with the terms of the program. No share-related or share price-related incentive programs were terminated in 2025.

Excerpts from the policy

"Preparation and decision-making process

The Board of Directors prepares principles for remuneration to the Group Management and decides on proposals for guidelines for remuneration of senior executives. New guidelines will be drawn up at least every four years and will be submitted for a decision at the Annual General Meeting. The guidelines always apply until new guidelines have been adopted by the general meeting.

The Board of Directors will also follow and evaluate programmes for variable remuneration to the Group Management, the application of guidelines for remuneration to senior executives, and applicable remuneration structures and remuneration levels within the company. The remuneration of the CEO will be decided within the framework of principles approved by the Board. The CEO's decision regarding remuneration to other senior executives will be made within the framework of established principles and following reconciliation with the Board. The CEO or other members of the Group Management, to the extent that they are affected by the issues, are not present during the Board's discussion of and decisions on remuneration-related matters.

Departures from the guidelines

The Board may decide to suspend the guidelines in full or in part if, in an individual case, there are special reasons for doing so, and a deviation is necessary to satisfy the long-term interests of the company, including its sustainability, or to ensure the company's financial viability."

Malmö, March 2026
Careium AB (publ)
Board of Director

Employee Stock Option Program (CEO)

Main conditions employee stock option program							Options held at the beginning of the year					
							Opening balance	During the year			Closing balance	
Name of Director, position	Specification of plan	Performance period, year	Award date	Vesting date	End of retention period	Exercise price	Options held at the beginning of the year	Awarded	Vested	Forfeited	Subject to a performance condition	Awarded not vested at year end
Christian Walén, CEO	2025	3	5/28/2025	5/28/2028	3/31/2029	0.02	0	120,000	0	120,000	0	0

Sustainability overview

Careium’s vision is for millions of people to lead rich, safe and active lives supported by innovation and human connection!

Careium’s sustainability framework

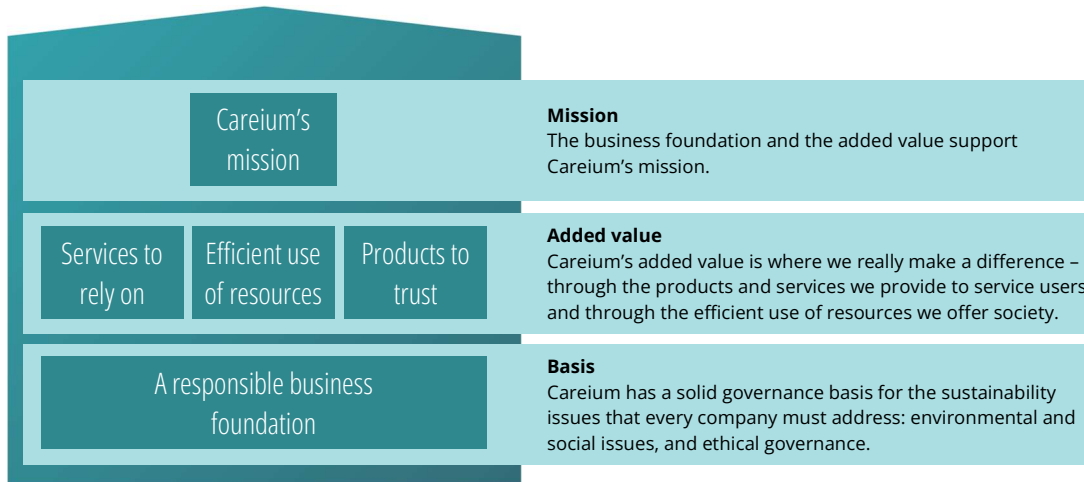
Careium’s sustainability framework is based on helping people to live better lives. Careium contributes to sustainable social development when people in need of support and assistance can live more independent, safer and better lives.

A responsible business forms the basis for the governance of other sustainability issues, such as occupational health and safety, equity, governance of suppliers, environmental governance, and legal issues.

Ensuring high quality and an environmental approach that benefits society is a natural aspect of our business.

Careium holds certification under the international standards for quality, ISO 9001, environment, ISO 14001, and information security, ISO 27001.

Careium supports Agenda 2030 and the UN’s 17 Global Sustainable Development Goals. In Careium’s work to improve working conditions and to promote and protect human rights and environment throughout the value chain, the greatest opportunities lie in contributing to SDGs 8, 10 and 12.



The Board of Directors is responsible for the Sustainability Report, which covers all subsidiaries in the Careium Group.



THE GLOBAL CHALLENGES THAT CAREIUM CONSIDERS TO BE MOST RELEVANT IN RELATION TO ITS OPERATIONS ARE:

- Growing proportion of elderly people
- Lack of resources
- Emissions
- Climate change
- Human rights

Sustainability and technology-enabled care

Technology-enabled care is not a matter of replacing human welfare resources with technology and automation. Technology-enabled care is primarily about creating security, freedom, and independence for people with physical and cognitive limitations. The ageing population accounts for most of these people. This is about creating the best conditions for a full and dignified life for a group that has a weaker voice.

Secondly, technology-enabled care entails more effective care, since care providers can make better use of limited tax revenues. Care staff can gain a better working environment and devote more energy to valuable time spent with the elderly. As a leading European player in technology-enabled care, Careium can really make a difference within social sustainability.

Careium's services and products offer opportunities for active life for our users. Careium's solutions support care staff. A responsible business foundation forms the basis for the governance of other sustainability issues.

Careium is dedicated to helping society deliver safer and more effective care, as we together build a more sustainable society.



Careium's sustainability policies

CAREIUM'S KEY SUSTAINABILITY POLICIES

Policies	Owners	Follow-up
Business Ethics Policy (includes policies for quality, environment, health and safety, and information security)	Group Management	Group Management conducts an annual review and updates as necessary. Group Management monitors the number of employees who have passed the course and any compliance problems.
Quality Policy (part of the Business Ethics Policy)	Group Management	ISO 9001 certificate
Environmental Policy (part of the Business Ethics Policy)	Group Management	ISO 14001 certificate
Information Security Policy (part of the Business Ethics Policy)	Group Management	ISO 27001 certificate
Occupational Health and Safety Policy (part of the Business Ethics Policy)	HR	Annual monitoring of health and safety is undertaken by each site manager and by the Group Management.
ESG Policy suppliers	Group Management	Annual risk assessment of the various elements of the policy is carried out. Third-party audit of relevant suppliers, based on risk assessment.
Corporate Sustainability Due Diligence, Careium (includes Statement for Modern Slavery Act and statements in accordance with the Norwegian Transparency Act)	Board of Directors	Annual update of the Board of Directors.





Careium’s customers, users and stakeholders

Careium supports more than 550,000 users who rely on our people, services and products. Careium's solutions facilitate service users' ability to continue living an active and safe life. Careium's services, products, skills and employees create sustainable value by promoting security and well-being.

Careium’s extensive offering also creates value through the efficient utilization of the resources available to today’s health and social care. A responsible business operation adds long-term value for owners and partners.

HOW CAREIUM CREATES VALUE FOR ITS STAKEHOLDERS

Stakeholder	Dialogue	How Careium creates value
Service users	Senior citizens’ associations. Relatives. Municipal care administrations. Direct dialogue during product development. Handling complaints.	Security and independence for end users.
Direct customers (municipalities, organizations, private individuals)	Customer satisfaction survey, annually in relevant markets. Requirements in public procurement and other tendering procedures. Audits by SKR, etc. Complaints handling.	Support for employees in care. Resource efficiency in the use of tax revenue. Quality in health and social care.
Employees	Daily contacts. Employee reviews, annually. Annual employee satisfaction survey and other surveys.	Job opportunities for more than 800 people. Good working environment without harassment or injustice. Opportunities for personal and professional development.
Society	Careium monitors social issues, especially in respect of the elderly. Annual checks of legal requirements.	Stable company that complies with legal requirements and works in an ethical manner, including the prevention of corruption. Contribution to achieving the UN Sustainable Development Goals.
Suppliers	Follow-ups at least annually. Audits with risk-based frequency. Calls. Handling complaints.	Financial compensation for services and products that contribute to provision in the supply chain. Workplaces in the supply chain that take human rights and environmental requirements into account.
Owners	Board meetings. Annual General Meeting. Nomination Committee. Dialogue with investors.	Long-term financial sustainability. Balanced risks, which require good governance of both finances and sustainability issues.

For more information, see Sustainability Note 1, Stakeholders, on page 70.

Products and services to trust



Goal 10. Reduced Inequalities

Careium's mission is to create an inclusive society for seniors and others in need of support. Our employees safeguard their right to a better quality of life regardless of their circumstances. Careium's technology-enabled care solutions enable a safer and more independent life and improved quality of life. Careium's services and products provide an opportunity for greater inclusion in society.



Goal 8: Decent Work and Economic Growth

Careium seeks to be a stable and responsible employer that offers good working conditions and development opportunities. Careium works actively with health and safety issues. Through technological improvements and innovation, the company focuses on care, providing security for service users, supporting care employees and improving resource efficiency in the use of tax revenue. Careium does not accept child labour or forced labour in any form.



Information security

Information security is central to Careium's operations. Through a risk-based approach based on an information security management system, we protect customers, end users, and our operations from external and internal threats.

24 hours a day, every day of the year, Careium's alarm centres handle large numbers of alarm calls from vulnerable individuals who are dependent on assistance. To ensure that alarms are received and responded to in a timely manner, our systems must be available and user information must be protected. That is why Careium's alarm centres and development department are ISO 27001 certified.

The ISO 27001 certification highlights Careium's structured and risk-based information security work, where Careium has taken preventive measures to ensure that information:

- can only be accessed by authorized persons (confidentiality)
- is accurate and not damaged or manipulated (integrity), and
- can be accessed and used when needed (availability).

In addition, Careium also has processes in place to ensure who has accessed and/or changed information (traceability).

Development of information security

Continuous improvement is a fundamental part of ISO 27001. Suggestions for improvements can come from sources, such as audits, management reviews, incidents, market monitoring, tests, or suggestions from employees, customers, and suppliers.

To ensure high availability, Careium's alarm centres are designed with high redundancy. This is to ensure that alarms are delivered and responded to in a timely manner as far as possible, and to protect against serious cyber incidents. The alarm centres' emergency preparedness is tested and reviewed regularly in various scenarios. The crisis tests simulate both natural disasters and disasters caused by humans. As part of the tests, Careium's crisis team communicates with relevant parties and ensures that the information chain is functioning.

Supply chain

Careium seeks to establish long-term cooperation with its production partners and suppliers. Suppliers are regularly reviewed (frequency based on Careium's risk assessment) to ensure that they meet the requirements set. Suppliers are expected to sign and comply with Careium's ESG Policy for suppliers, which is based on Careium's Business Ethics Policy and the UN Global Compact's ten principles for human rights, labour law, environment, and anti-corruption.

If a supplier violates the policy or any other requirement, we make it clear that this is not acceptable. For continued cooperation, suppliers are required to develop an action plan for improvement. Should the supplier still fail to meet the requirements, Careium has the right to suspend the cooperation.

Products and product development

As far as possible, products are developed to facilitate remediation, repair, updating, and reuse. This includes replaceable wristbands on social alarms or design developments that support easy remediation.

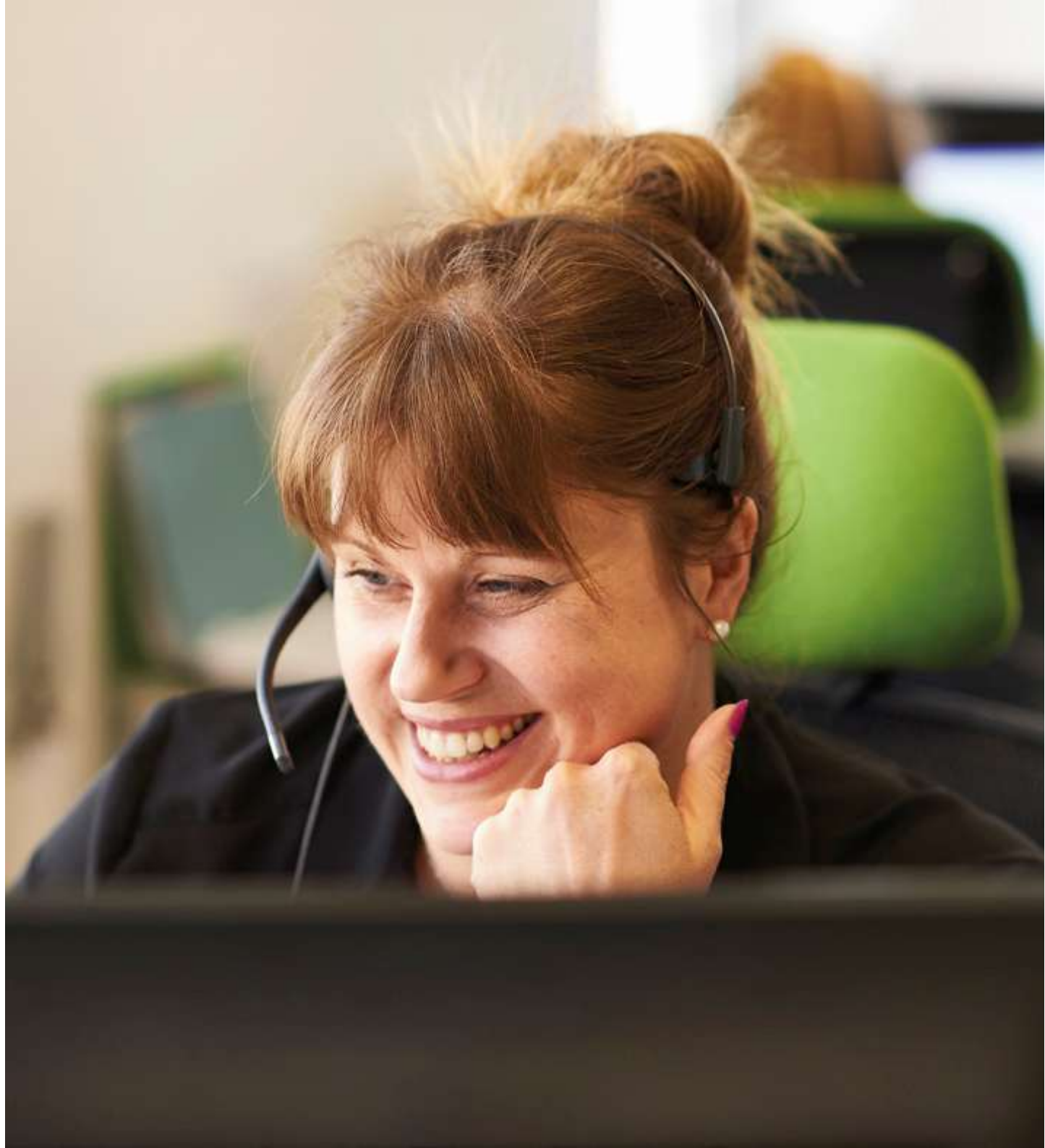
Careium's product development holds quality certification under ISO 9001, and environmental certification under ISO 14001 and information security certification under ISO 27001, and there are clear processes and structures for the development of products and services that meet customer requirements and comply with legislation. Essential elements relate to which materials may be used, how the requirements for waste management and recycling are met, and how the design should be carried out to ensure that the products are safe and user-friendly. Product quality is managed through systematic quality control, follow-up and close dialogue with selected production partners.

Employees – Our strongest competitive advantage

Careium believes that long-term success starts with people. Our employees are not just a resource – they are our greatest competitive advantage. In 2025, we have taken steps to create a work environment that combines engagement, expertise, and innovation.

Strong culture and high engagement

We measure employee experience twice a year and see a clear positive trend. Engagement is rising, response rates remain high, and our employees express pride in contributing to the development of next-generation welfare technology solutions – not only ensuring safety for end-users but also delivering services and products that fundamentally transform care.



Careium is more than a telecare company. We bring together expertise in system architecture, software development, backend engineering, data analytics, and product design, enabling us to offer a complete portfolio of services, products, and a platform that drives digitalization and efficiency across the welfare sector. This breadth creates a dynamic work environment where technology and care intersect, and where we build solutions that are secure, flexible, and future-ready.

Low staff turnover and reduced absenteeism confirm that we are an attractive employer for both technical talent and care professionals.

Investments in learning and leadership

We have launched our Learning Experience Platform (LXP), which has improved how we learn and share knowledge:

- Efficient onboarding for new employees.
- Access to expertise for our alarm centres.
- Skills development that makes us ready for change.

Beyond this, LXP has enhanced knowledge sharing and reduced dependency on individuals, creating stronger redundancy and faster access to solutions. This is a critical factor for scalability and risk mitigation.

We have also continued our Talent Program, a three-year initiative to develop future leaders and key competencies. In partnership with Leadership Pipeline Institute, we have built structured leadership programs that ensure our managers have the right tools to lead in a complex and rapidly changing market. Additionally, we offer “Bite Size” on-demand training that makes learning a natural part of everyday work.

Modern work environment and strong culture

We have invested in our Swedish headquarters and initiated a plan to gradually renovate other offices according to our new concept. Our core values – Show Care, Act Smart, and Be Heroes – are a living part of our culture, driving innovation, collaboration, and customer focus.

Looking ahead

By combining a strong learning culture, modern technology, and engaged employees, we are building an organization ready to take the lead in a market undergoing transformation.

We are not just creating a workplace. We are building a platform for scalable growth, digital innovation, and profitability.



Careium's work for environment



Goal 12: Sustainable consumption and production

We are working to select materials in our products that have a good environmental performance throughout their life cycle, from raw material to recycling. Careium is also working to reduce the environmental impact of transport and travel. We are working for the circular use of products with a high percentage of reuse and recycling, where products that can be remediated and which have replaceable parts have been standard for many years.

Environmental management

Environmental certification under ISO 14001 is in place for all five alarm receiving centres and most of our other operations (over 90 percent of staff covered).

Waste

Careium provides products with a long lifetime and repairability, to reduce the amount of waste. Reconditioning and repair of products takes place in the operations in Sweden, Norway, the UK, and the Netherlands.

Data regarding the amount of waste at our units is collected by each site manager and submitted annually to the sustainability manager for compilation. The site managers are also responsible for waste from the respective offices being collected and transported in line with legal requirements.

Transport and energy consumption

Careium's social alarm operations differ from country to country. In Norway and the UK, the offering also includes visits to the user, which are carried out by car. Careium works in many ways to minimise the climate impact of travelling by car. In Oslo, Careium will gradually replace its car fleet with electric cars.

We seek to use modes of transport with a low environmental impact and as far as possible use transport by sea from Asia.

Energy consumption in our offices is measured and reported in the Sustainability Notes.

Centrally located offices

We strive to ensure that offices, including our alarm receiving centres, have a pleasant working environment, good environmental performance and access to public transport. In Malmö, we are only a few blocks away from the main railway station and in Oslo, we are centrally located close to buses and commuter trains.

Careium has since the pandemic increased the share of employees working from home, which reduces travel and makes us less vulnerable to office access disruptions.

The office in Oslo is in an environmental building with a BREEAM "Very good" certificate.

For more information, see Sustainability Note 3, Environmental data, on page 72-73.



Careium's work with regulations

In addition to our own sustainability goals, procedures, and policies, Careium also works according to international frameworks and certification programmes. We do this to ensure quality. We handle personal data and human health and our customers and stakeholders must be able to be confident about what we deliver.



The Global Reporting Initiative (GRI) is an international, independent organization. The standard is the most widely used standard for sustainability reporting and is based on how

organizations affect economic conditions, people and the environment. Careium's Sustainability Report for 2025 adheres to GRI's updated standards (GRI: 2021) that apply as from 1 January 2023.



The UN's Sustainable Development Goals

Careium works with the UN Sustainable Development Goals. Above all, SDG 10 "Reduced Inequalities" is ideal for us, as our products and services for older and functionally impaired people contribute to the ability of service users to live richer and safer lives.

Certificates

Careium holds Group-wide certification under the international standards for quality, ISO 9001; environment, ISO 14001; and information security, ISO 27001.



TCFD is used by companies to better identify their climate-related financial risks and opportunities. See the Sustainability Notes for detailed information.

Auditor's statement on the statutory sustainability report

To the general meeting of the shareholders in Careium AB (publ), corporate identity number 559121-5875.

Assignment and division of responsibilities

It is the board of directors who is responsible for the statutory sustainability report for the year 2025 on pages 27-36 and 70-83 and that it has been prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024

Scope and scope of the audit

Our review has been conducted in accordance with FAR's recommendation RevR 12 *Auditor's opinion on the statutory sustainability report*. This means that our review of the sustainability report has a different focus and a significantly smaller scope compared to the focus and scope of an audit according to International Standards on Auditing and generally accepted auditing practice in Sweden. We believe that this review provides us with sufficient grounds for our statement.

Statement

A statutory sustainability report has been prepared.

Malmö, 25 March 2026
Öhrlings PricewaterhouseCoopers AB

Johan Rönnbäck
Authorised Public Accountant
Auditor in charge

Ulrika Lundgren
Authorized Public Accountant

This is a literal translation of the Swedish original report.

Directors' report 2025

The Board of Directors and the CEO of Careium AB (publ), with postal address: Jörgen Kocksgatan 1B, 211 20 Malmö and corporate identity number 559121-5875 hereby present the Annual Report for the Group and the parent company for the year 2025. Comparisons given in parentheses refer to the previous year and the annual report is prepared on the basis of the fundamental principles presented in Note 1.

Information

Careium AB ("Careium", the "company" or the "Group") is a Swedish company with its head office in Malmö, Sweden. Careium is the market leader for technology-enabled care in Sweden and Norway and one of the leading players in the UK and the Netherlands.

Careium's innovative solutions improve the safety, quality of life and independence of people in need of assistance both inside and outside the home. For the care provider, the company's solutions mean increased efficiency and the opportunity to invest resources in more valuable activities.

Careium provides its services to 550,000 individuals in Sweden, Norway, the Netherlands, the UK, Germany and France. Most of these seniors in need of assistance are connected to one of Careium's five alarm receiving centres, located in Sweden (two alarm receiving centres), Norway (two alarm receiving centre) and the UK (one alarm receiving centre), where approximately 25,000 alarms are handled every day.

Market

In view of demographic changes and a growing ageing population, innovative new solutions for technology-enabled care are needed. Technology-enabled care is increasing in terms of share and interest compared to traditional technology. The currently fragmented market in most countries is expected to mature in step with a digital shift and transition to new technology-enabled care solutions. With its products and services, Careium is positioned to expand in several European countries.

Key growth drivers within technology-enabled care

1. An increased addressable market based on the growing proportion of older people in the population
2. The use of technology-enabled care is increasing
3. Increase revenue per customer as new services are introduced
4. The digital shift means that a large part of the installed equipment base needs to be replaced

The share

There is information about the Careium share on pages 6–7.

Significant events during the financial year

During the year, the company continued its transformation by evaluating, changing and streamlining its operations. New roles and functions have been added in order to strengthen the company.

- In April, an employee stock option program was implemented
- In May, the chairperson Maria Khorsand resigned on her own request.
- In June, Juha Mört was elected chairman.
- In August, the CEO Christian Walén left and Peter Heuman was appointed Interim CEO.
- In December, Tove Christiansson was appointed permanent CEO from the second quarter 2026.
- In December, Careium announced that it foresaw that its previous guidance would not be met for the full year.

Net sales and result

Careium's net sales for the year amounted to SEK 854.1 million (870.7). Service sales amounted to SEK 619.3 million (648.4) and product sales to SEK 234.8 million (222.3).

Sales increased in all markets except the Nordic region, where less contracts were classified as financial lease negatively impacting reported net sales. EBIT amounted to SEK 49.2 million (84.0), which gave an EBIT margin of 5.8 percent (9.7). In the fourth quarter, short-term operating margin was under pressure due to increased headcount in development and sales and strategic initiatives. Result for the year amounted to SEK 35.8 million (61.6). Net financials were SEK -14.6 million (-6.4).

Cash flow, investments and financial position

The cash flow from operating activities amounted to SEK 143.4 million (92.9). The investments totalled SEK -102.2 million (-56.0). Investments are primarily related to product development and rental equipment. No dividend was paid.

At year-end, Careium had long-term liabilities of SEK 197.2 million (186.3) and cash and cash equivalents of SEK 54.9 million (31.9). The equity ratio amounted to 62.6 percent (64.6) at the end of the period.

Board of Directors

The Board of Directors comprises Juha Mört (chair), Sara Lindell, Kai Tavakka, Nils Normell och Janne Holmia. Board meetings are also attended by Interim CEO Peter Heuman. The CFO David Granath is co-opted to the Board of Directors as secretary.

Remuneration to senior executives

These guidelines include the company's CEO, the members of the Group's senior management team and remuneration to Board members in addition to Board fees (e.g. consulting fees). The guidelines apply to the agreed remuneration, and changes made to already agreed remuneration, up to the end of the

2026 Annual General Meeting. The guidelines do not include remuneration adopted by the Annual General Meeting.

Successful implementation of the company's business strategy and the exploitation of the company's long-term interests, including its sustainability, require the company to be able to recruit and retain qualified employees. This requires that the company is able to offer competitive remuneration. These guidelines provide for senior executives to be offered competitive total remuneration.

The company's guidelines for remuneration to senior executives concerning 2025 essentially state that salaries and other terms of remuneration for senior executives must be in line with market conditions. In addition to a fixed base salary, management may also be paid variable remuneration and bonuses, which must have a predetermined cap and be based on achieved performance in relation to established performance targets (and in some cases other key performance indicators). The maximum cost, including social charges for variable remuneration, may not exceed the fixed remuneration to the company's senior executives.

The total cost of fixed and variable remuneration will be determined annually as an amount that includes all of the company's remuneration costs. At the end of the measurement period for compliance with variable cash remuneration criteria, the extent to which the criteria have been met will be assessed.

The Board of Directors is responsible for the assessment of remuneration to the CEO. In the case of variable cash remuneration to other executives, the CEO is responsible for the assessment. In addition, and independently of these guidelines, the Annual General Meeting may decide on, for example, share and share price-related remuneration. The company's senior executives have the option to allocate part of their fixed and variable remuneration to other benefits, such as pension benefits. The management's pension plans will mainly be defined contribution schemes. In the event of termination by the company, senior executives may be entitled to severance pay, which in such case will have a predetermined ceiling. Upon termination of employment by the employee, no severance pay will be given.

The Board will draw up proposals for new guidelines at least every four years and submit the proposal for decision by the Annual General Meeting. The guidelines will apply until new guidelines are adopted by the general meeting.

The Board of Directors will also review and evaluate variable remuneration programmes for the management team, the application of guidelines for remuneration to senior executives, and applicable remuneration structures and remuneration levels within the company. The Board of Directors' discussion of and decisions on remuneration-related matters will not include the CEO or other members of the management team, to the extent that the latter are affected by the issues.

The Board may decide to suspend the guidelines in full or in part if, in an individual case, there are special reasons for doing so and a deviation is necessary due to the long-term interests of the company, including its sustainability, or to ensure the company's financial viability.

Product development and development expenses

Careium undertakes product development and design projects together with external partners. For 2025, the Group's development costs amounted to SEK 38.4 million (27.0).

Investments

Investments are made in design, tools, certification processes, control equipment, inventory, leased alarm units, computers and software systems. Investments amounted to SEK 102.2 million (56.0). See also under Accounting principles.

Legal processes

Careium has not, during the year, been involved in any disputes that have affected or will affect the company's position in any significant way.

Quality management of products and services

Careium's product development is quality certified according to ISO9001 and the company has clear processes to ensure that products and services meet customer requirements and comply with legislation. Important elements relate to which materials may be used, how the requirements for waste management and recycling are met, and how the design should be carried out to ensure that the products are safe and user-friendly. Our alarm receiving centres are certified in the field of information security according to ISO 27001.

Risks

Careium is exposed to a variety of risks that the company continuously monitors, analyzes and acts upon, to mitigate them. The overall risks are described on pages 39-40.

Sustainability

Careium's Sustainability Report in accordance with the requirements in the Swedish Annual Accounts Act can be found on pages 27-36 and 70-83.

Dividend

The Board has decided not to propose any dividend for 2025.

Parent company

Careium AB had revenue of SEK 16.6 million (9.1). The result after financial items amounted to SEK -11.7 million (-2.2). Careium AB is responsible for the subsidiaries' financing. Equity amounted to SEK 432.8 million (427.7).

Annual General Meeting

The Annual General Meeting will be held in Malmö on 23 April 2026.

Proposal for the appropriation of the company's profit

The following funds in the parent company are at the disposal of the Annual General Meeting:

Profit brought forward	365,965,428
Profit for the year	3,800,850
	369,766,278

The Board of Directors proposes that funds at the disposal of the Annual General Meeting be carried forward.

Significant events after the end of the financial year

- In January, Alexander Golubev was appointed Interim CTO, replacing Alexander Jubner.
- In January, following changes in holdings, Louis So (Kunshan Q Technology International) replaced Mark Shay (Accendo Capital) as a member of the Nomination Committee.

Overview of risks

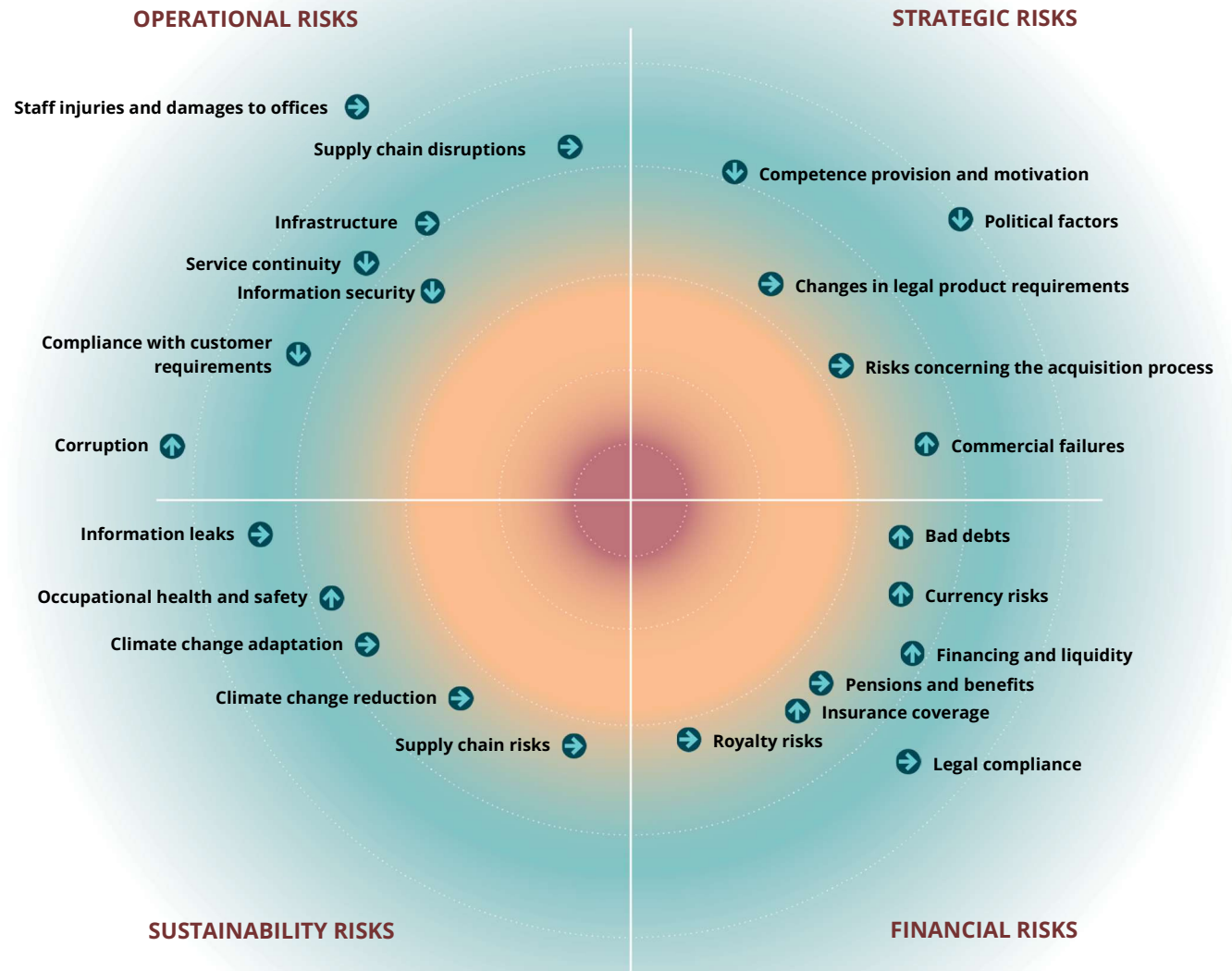
The image on the right illustrates the company's risks and their risk level. Careium uses a general risk assessment model to assess risks. The risk assessment model has clear criteria for assessing probability and consequence. Risks are assessed at several levels, by different groups, such as information security and health and safety. The risks considered by different groups have a high level of detail. They are then aggregated into overall risks, which are presented in the image. Careium's aggregated risks have been assessed and followed up by the Group Management and the Board of Directors.

The risks are coloured (red, green or yellow) according to their severity. Red risks should normally not be present for a long time, as they are prioritised and addressed quickly. Green risks do not need to be addressed, while for the yellow risks it is up to the risk owner to decide whether action should be taken. All risks have an owner who also has the financial responsibility. Risk reduction is planned and implemented based on the severity of the risk.

For more information on each company risk, see the next page.

Risk level compared to 2024:

↑ Up
 → Unchanged
 ↓ Down



Risk Management 2025

Below is information about risks associated with Careium's operations. The risk levels are shown in the diagram on the previous page.

STRATEGIC RISKS

Commercial failures include failure to put profitable services and products on the market and to meet customer requirements for products and services. These risks are handled by the management and the Board of Directors, and adjustments are continually being made to meet changing requirements. The risk has increased.

Risks concerning the acquisition process and integration of new companies into Careium are handled by the management and the Board of Directors. The risk is unchanged.

Competence provision and motivation include attracting and retaining staff and keeping them motivated. The risk has been reduced thanks to focused work, but more improvements are planned. This is described in the Employee section on pages 25-26. The risk has decreased.

Changes in legal product requirements include risks of missing legal requirements for products and services. New laws are continuously introduced in the company's markets. Careium systematically reviews these new laws to ensure that our products and services meet the legal requirements. The risk is unchanged.

Political factors include risks that municipalities decide to reduce costs or handle emergency services themselves, as well as risks associated with amended rules in the countries in which Careium operates. The risk has decreased.

OPERATIONAL RISKS

Information security for Careium's products, alarm services, and strategies for managing other information security risks are

defined in our information security management system. Careium's ISO 27001 certification covers product development and our alarm centres. This is because our proprietary systems must be reliable and robust to build trust among our customers, and because the alarm centres need to be available 24 hours a day, every day of the year. Good information security is therefore important in giving Careium a competitive advantage. Risks are assessed in a structured manner in accordance with the requirements of the standard. Action plans for management and follow-up of relevant risks are available to risk owners and the information security organization. The risk has decreased.

Continuity in service delivery is crucial for maintain Careium's operations and customer confidence. The consequence of failure is serious, which is why this risk is constantly in focus. In all alarm centres, the company's continuity is tested through exercises based on various scenarios. Proactive system tests are performed to identify weaknesses and risks. The risk has decreased.

Infrastructure such as electricity, internet connections, and telephone networks in each country are needed to operate safety alarms. Careium's alarm receiving centres have backup functions and high redundancy in our infrastructure. However, if the national infrastructure is seriously damaged, there is a risk that alarm chains will not function fully. The risk is unchanged.

Supply chain disruptions are a regular occurrence. Conflicts and relations between states continue to impact raw materials and components costs, lead times, and availability. Careium is continuously monitoring our supply chain and adopt product

design, planning, and production accordingly. The risk is unchanged.

Risk of staff injuries and damage to offices include illnesses, traffic accidents, fires, and emergencies affecting offices. Procedures are in place to manage these risks. The risk is low and unchanged.

Compliance with customer requirements entails meeting customer's needs and demands. The company has strengthened the processes to validate its offerings. The risk has decreased.

FINANCIAL RISKS

Financial risks, see Note 22 on page 65.

SUSTAINABILITY RISKS

Occupational health and safety risks are assessed per operational site, in accordance with local legislation and with Careium's guidelines. An annual summary is prepared that is reported to Group Management. Working in an alarm receiving centre can be stressful and mentally demanding, as the needs of the alarm service users are at the heart of the operation. This is managed with the support of team leaders and by focusing on having a good workplace. A good introduction and clear procedures support the employees in their day-to-day work. The risk has increased.

Supply chain risks concerning human rights and the environment are addressed through evaluations of suppliers and contract requirements. The ESG policy is applied to supplier requirements. Inspections, audits and other checks are performed for relevant suppliers, with a focus on where the

risks are deemed to be greatest. Customer requirements for control of the entire supply chain are constantly increasing and Careium is developing its procedures to accommodate this. The risk is unchanged.

Corruption risks have been evaluated, based on the Global Compact "Guide for Anti-Corruption Risk Assessment" and Transparency International's figures for risks in different countries. Careium's Whistleblower Policy is published on Careium's website; and no incidents of corruption were reported in 2025. The risk has increased.

Information leaks could affect the personal privacy of Careium's end users, as large amounts of personal data are processed. Information loss could also affect the functioning of the services. Careium has clear internal rules for the handling of personal data, which are communicated to all employees through regular training. Careium also has technical solutions in place to protect our own information, as well as that of our customers and end users. The risk is unchanged.

Climate risks concerning reduction of climate change mainly concern the fact that Careium's products are manufactured in Asia and transported to the European market, with climate impacts from both production and transportation. The new EU regulation on ecodesign for sustainable products has stricter requirements. A society with a strong focus on climate issues is also an opportunity for Careium, as the demand for digital services is likely to increase if travel must decrease. The risk is unchanged.

Climate risks concerning adaptation to climate change are the risks of supply chain disruptions and the risks of maintaining service delivery in extreme weather conditions. Careium's offices in Europe and the warehouses used are not sited in locations that are heavily affected by extreme weather conditions, but extreme weather does affect users and increases the number of alarms. The risk is unchanged.

Financial information

Income Statement – The Group

SEKm	Note	2025	2024
Net sales	2	854.1	870.7
Cost of goods and services sold		-479.0	-497.0
Gross profit		375.1	373.7
Sales, distribution and marketing expenses		-177.6	-164.0
Research and development expenses		-38.4	-27.0
Administrative expenses		-108.1	-102.2
Other income and expenses	2	-1.7	3.5
Operating profit (EBIT)	4, 5	49.2	84.0
Profit from financial items			
Financial income	6	4.0	8.6
Financial expenses	6	-18.6	-15.0
Profit before tax		34.6	77.6
Taxes	17	1.2	-16.1
Profit for the year		35.8	61.6
Attributable to:			
The Parent Company's shareholders		32.5	58.4
<i>Key figures</i>			
Average number of shares, thousand	11	24,326	24,326
Average number of shares after dilution effect, thousand		24,326	24,326
Earnings per share before dilution, SEK		1.33	2.40
Earnings per share after dilution, SEK		1.33	2.40

Statement of Comprehensive Income – The Group

SEKm	2025	2024
Profit for the year	35.8	61.6
Items that may later be transferred to the income statement:		
Translation differences	-33.8	17.1
Comprehensive income	2.0	78.7
Attributable to:		
The Parent Company's shareholders	-1.3	75.5

Balance Sheet – The Group

SEKm	Note	31 Dec 2025	31 Dec 2024
ASSETS			
Non-current assets			
Capitalized development expenditures	7	144.5	139.3
Goodwill	7	419.9	444.0
Customer register and distribution agreements	7	-	1.4
Trademarks	7	0.0	0.0
Intangible assets		564.4	584.7
Right-of-use assets	4	34.8	21.8
Equipment, tools and rental equipment	8	88.1	63.4
Tangible assets		122.9	85.1
Long-term financial lease receivables	4	49.5	82.3
Other long-term account receivables	22	9.9	0.0
Financial assets		59.4	82.3
Deferred tax asset	17	23.0	15.4
Total non-current assets		769.7	767.6
Current assets			
Inventories	19	44.4	43.6
Short-term financial lease receivables	4	39.4	43.9
Account receivables	22	105.3	121.2
Other receivables	10	11.0	5.6
Prepaid expenses and accrued income	10	64.3	42.9
Cash and cash equivalents	12,26	54.9	31.9
Total current assets		319.3	289.0
TOTAL ASSETS		1,088.9	1,056.7

SEKm	Note	31 Dec 2025	31 Dec 2024
EQUITY			
Share capital	11	0.5	0.5
Reserves		4.5	38.4
Profit/loss brought forward		613.9	580.1
Hybrid capital		62.5	59.2
Total equity		681.5	678.2
NON-CURRENT LIABILITIES			
Interest-bearing liabilities			
Liabilities to credit institutions	23	174.5	175.0
Overdraft facility	12	-	-
Non-current lease liabilities	4	22.7	11.3
Total interest-bearing liabilities		197.2	186.3
Non-interest-bearing liabilities			
Deferred tax liability	17	20.2	16.6
Other non-current provisions	21	1.1	0.8
Total non-interest-bearing liabilities		21.3	17.4
CURRENT LIABILITIES			
Interest-bearing liabilities			
Current lease liabilities	4	12.5	10.5
Total interest-bearing liabilities		12.5	10.5
Non-interest-bearing liabilities			
Account payables		65.0	56.7
Provision for guarantees	20	1.7	1.8
Other liabilities		36.3	38.5
Current tax liabilities		-	9.1
Accrued expenses and prepaid income	13	73.4	58.3
Total non-interest-bearing liabilities		176.5	164.4
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES		1,088.9	1,056.7

Report on Changes in Shareholders' Equity - The Group

SEKm	Share capital	Reserves	Profit brought forward	Hybrid capital	Total equity
Shareholders' equity at 31 December 2023	0.5	21.3	521.7	56.0	599.5
Profit for the year	0.0		58.4	3.2	61.6
Other comprehensive income	0.0	17.1	-	-	17.1
Comprehensive income	0.0	17.1	58.4	3.2	78.7
Total transactions with shareholders					
Shareholders' equity at 31 December 2024	0.5	38.4	580.1	59.2	678.2
Profit for the year	0.0		32.4	3.3	35.8
Other comprehensive income	0.0	-33.8	0.0		-33.8
Comprehensive income	0.0	-33.8	32.4	3.3	2.0
Employee stock option program			1.3		1.3
Total transactions with shareholders			1.3		1.3
Shareholders' equity at 31 December 2025	0.5	4.5	613.9	62.5	681.5

Cash Flow Statement – The Group

SEKm	Note	2025	2024
CURRENT ACTIVITIES			
Operating profit (EBIT)		49.2	84.0
Adjustments for items not included in the cash flow			
Depreciation and amortization	4, 7, 8	69.6	66.5
Change in financial lease receivables *		39.4	-38.1
Change in provisions and other non-cash flow affecting items		4.5	-0.6
Total non-cash flow affecting items		113.5	27.9
Interest received		1.8	4.5
Interest paid		-11.9	-15.1
Income taxes paid		-18.8	-6.3
Cash flow from operating activities before changes in working capital		133.8	95.0
Change in working capital			
Change in inventories	19	-1.0	-6.2
Change in operating receivables		-17.0	-33.5
Change in operating liabilities		27.5	37.6
Cash flow from operating activities		143.4	92.9

* The item refers to the reversal of amounts recognized as revenue according to IFRS16 and affecting EBIT but not affecting cash flow

SEKm	Note	2025	2024
INVESTING ACTIVITIES			
Investments in intangible fixed assets	7	-31.9	-28.1
Investments in tangible fixed assets	8	-60.2	-27.9
Change in financial fixed assets		-10.1	0.0
Cash flow from investing activities		-102.2	-56.0
FINANCING ACTIVITIES			
Amortization of debt	26	-13.7	-39.5
Change in overdraft facility		-	-
Cash flow from financing activities		-13.7	-39.5
Net cash flow for the year		27.5	-2.7
Cash and cash equivalents at the beginning of the year		31.9	31.5
Exchange rate differences in cash and cash equivalents		-4.4	3.1
Cash and cash equivalents at year-end	26	54.9	31.9

Income Statement – Parent Company

SEKm	Note	2025	2024
Net sales	3	16.6	9.1
Cost of goods and services sold		-1.1	0.5
Gross profit		15.5	9.6
Operating expenses		-18.5	-10.8
Operating profit (EBIT)	5	-3.0	-1.2
Profit from financial items			
Financial income	6	9.8	14.3
Financial expenses	6	-18.4	-15.3
Profit before tax		-11.7	-2.2
Group contribution		16.5	20.1
Taxes		-1.0	-3.7
Profit for the year		3.8	14.1

Statement of Comprehensive Income – Parent company

SEKm	2025	2024
Profit for the year	3.8	14.1
Other comprehensive income	-	-
Comprehensive income	3.8	14.1

Balance Sheet – Parent company

SEKm	Note	31 Dec 2025	31 Dec 2024
ASSETS			
Non-current assets			
Shares in Group companies	9	481.7	481.7
Receivables from Group companies		70.4	78.8
Total non-current assets		552.1	560.5
Current assets			
Receivables from Group companies		94.0	101.2
Other receivables	10	0.0	0.0
Prepaid expenses and accrued income	10	0.8	0.2
Cash and cash equivalents		39.3	8.4
Total current assets		134.2	109.8
TOTAL ASSETS		686.3	670.3

SEKm	Note	31 Dec 2025	31 Dec 2024
Equity			
Share capital	11	0.5	0.5
Hybrid capital		62.5	59.2
Profit/loss brought forward		369.8	368.0
Total equity		432.8	427.7
Non-current liabilities			
Interest-bearing liabilities			
Liabilities to credit institutions	23	174.5	175.0
Overdraft facility	12	-	-
Total interest-bearing liabilities		174.5	175.0
Current liabilities			
Non-interest-bearing liabilities			
Account payables		1.5	0.3
Liabilities to Group companies		67.6	61.0
Other liabilities		3.4	0.7
Current tax liabilities		4.2	3.8
Accrued expenses and prepaid income	13	2.4	1.8
Total non-interest-bearing liabilities		79.1	67.6
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES		686.3	670.3

Report on changes in equity - Parent company

SEKm	Share capital	Hybrid capital	Profit brought forward	Total equity
Shareholders' equity at 31 December 2023	0.5	56.0	357.1	413.6
Profit for the year			14.1	14.1
Other comprehensive income				
Comprehensive income	-	-	14.1	14.1
Interest on hybrid loan		3.2	-3.2	-
Total transactions with shareholders	-	3.2	-3.2	-
Shareholders' equity at 31 December 2024	0.5	59.2	368.0	427.7
Profit for the year		-	3.8	3.8
Other comprehensive income				-
Comprehensive income	-	-	3.8	3.8
Interest on hybrid loan		3.3	-3.3	-
Employee stock option program			1.3	1.3
Total transactions with shareholders	-	3.3	-2.0	1.3
Shareholders' equity at 31 December 2025	0.5	62.5	369.8	432.8

Statement of Cash Flow – Parent Company

SEKm	Note	2025	2024
CURRENT ACTIVITIES			
Operating profit (EBIT)		-3.0	-1.2
Change in provisions and other non-cash flow affecting items		-	-
Interest received		9.8	10.3
Interest paid		-11.6	-15.3
Income taxes paid		-0.6	-0.2
Cash flow from operating activities before changes in working capital		-5.5	-6.4
Change in working capital			
Change in operating receivables		29.6	-14.1
Change in operating liabilities		4.4	-3.2
Cash flow from operating activities		28.4	-23.8
INVESTING ACTIVITIES			
Loans granted to Group companies		2.6	52.7
Cash flow from investing activities		2.6	52.7
FINANCING ACTIVITIES			
Amortization of debt		-	-25.0
Change in overdraft facility		-	-
Cash flow from financing activities		-	-25.0
Net cash flow for the year		30.9	3.9
Cash and cash equivalents at the beginning of the year		8.4	4.5
Cash and cash equivalents at year-end		39.3	8.4

Notes

Note 1 Basis for preparation and accounting principles

General information

Careium AB (publ), which is the parent company in the Careium Group, is a limited liability company with its registered office in Malmö, Sweden. The company's operations are set out in the administration report on pages 29-30.

Basis for establishment

Careium's consolidated financial reports have been prepared in accordance with International Financial Reporting Standards (IFRS Accounting Standards), as adopted within the EU, and the Swedish Corporate Reporting Board's Recommendation RFR 1, Supplementary Accounting Rules for Groups.

Careium applies the acquisition value method to the valuation of assets and liabilities. A further description of the preparation of the consolidated financial statements is set out below.

All amounts are stated in Swedish kronor (SEK million), unless otherwise stated.

GROUP

Consolidated financial statements

Principles

The Group includes the companies in which Careium AB (publ) directly or indirectly, owns so many shares that they correspond to more than 50 percent of the votes. Acquired companies are included in the consolidated accounts from the date of acquisition or when a controlling influence is achieved. Sold companies are included up to and including the date of sale. Consolidated financial statements are prepared in accordance with the acquisition method, which means that the acquisition value of participation in Group companies is distributed on identifiable assets and liabilities at the time of acquisition, at fair values.

In cases where the acquisition value of the shares in the Group Company exceeds the net sum of acquired assets and liabilities, as described above, the difference is reported as goodwill, which is tested at least annually for impairment. When buying a company, the purchase price may depend on the result. In that case, a calculation is made of the future profit and thereby the total purchase price. Reconciliation and possible adjustment of the expected purchase price take place quarterly. Changes in the current item are reported in the income statement. Balances within the Group and unrealized internal gains are eliminated in the consolidated accounts. When eliminating internal transactions, the tax effect is also taken into account based on the nominal tax rate in each country.

Translation of foreign operations

All the foreign Group companies' assets and liabilities are translated at the exchange rate on the balance sheet date, while all items in the income statements are translated at the average exchange rate for the financial year. The translation differences that thereby arise are an effect partly of the difference between the average exchange rates of the income statements and the exchange rates on the balance sheet date, and partly of the net assets being translated at a different exchange rate at year-end than at the beginning of the year. The translation differences are reported in other comprehensive income.

Exchange rates

The following exchange rates were used for translation of foreign operations:

Currency	Average exchange rate		Exchange rate on the balance-sheet date	
	2025	2024	2025	2024
EUR	11.07	11.42	10.82	11.45
NOK	0.94	0.98	0.91	0.97
GBP	12.97	13.50	12.40	13.84
USD	9.88	10.57	9.21	11.06

Effects of fluctuations in exchange rates

Receivables and liabilities in foreign currency are translated at the exchange rate on the balance sheet date, and unrealized exchange rate gains and losses attributable to operations are included in operating profit. Exchange rate differences attributable to non-operating items, such as cash and bank loans, are reported in net financial items.

Revenue from agreements with customers

Careium's revenues consist of product sales of mainly alarm units and sales of alarm services. Revenue from product sales is reported when control has passed to the buyer, which normally occurs when the products are delivered. Careium has discount agreements with most customers. Agreed discounts reduce sales revenue in the period in which the sale is recognised. The Group's commitment to repair or replace defective products in accordance with normal warranty rules is reported as a provision.

Sale of services is normally offered as a package solution over an agreed period of time, including, for example, an alarm unit, alarm reception and communication between the alarm unit and the alarm receiving centre. The Group's package solutions contain several performance commitments, and the transaction price is distributed to each separate performance commitment based on their independent observable sales prices. Revenues relating to services, such as alarm reception and communication, are reported in the period in which the services are performed. When the offered package solution includes the provision of hardware, an assessment is made at each delivery of whether the hardware part is to be classified as a financial lease or an operational lease, which affects the time when the performance commitment is delivered. For deliveries that

are classified as financial leasing, revenue is reported when the hardware has been delivered to the customer. For deliveries that are classified as operational leasing, the income is reported successively during the rental period.

State aid

State aid is reported as other revenues in the period in which it arises.

Remuneration to employees

The employees' remuneration is reported with earned and paid salaries and earned bonus. Accounting is made for established holidays and social security contributions as accrued costs.

Pensions

The predominant proportion of Careium's commitments to staff are various defined contribution pension plans. A defined contribution pension plan is a pension plan according to which the Group pays fixed contributions to a separate legal entity. The Group has no legal or informal obligations to pay additional fees if this legal entity does not have sufficient assets to pay all employee benefits related to the employees' service during the current or previous periods. For defined contribution pension plans, the Group pays contributions to publicly or privately administered pension insurance plans on a mandatory, contractual or voluntary basis. The Group has no additional payment obligations once the fees have been paid. The fees are reported as personnel costs when they fall due for payment. Prepaid fees are reported as an asset to the extent that cash repayment or reduction of future payments can benefit the Group.

Employee stock option program

IFRS 2 is applied to the employee stock option program that was decided at the Annual General Meeting on April 24, 2025.

Employee stock options granted to employees are recognized as an expense in the income statement with a corresponding increase in equity, based on the estimated fair value of the options at grant date. The valuation has been made using the Black & Scholes model. The cost of employee stock options is allocated over the vesting period. The company continuously assesses the number of options expected to vest and adjusts the cost accordingly.

Social security contributions are calculated on the fair value of vested employee stock options and are recognized as an expense in the income statement and as a liability in the balance sheet as the related cost of the compensation is recognized.

Research and development

Product development takes place in collaboration with various manufacturing external partners and the main expenses are with them. Product development refers to expenses for product adaptations, design, type approvals, etc. Expenses attributable to the development phase are capitalized as an intangible asset if it is probable, with a high degree of reliability, that they will result in future financial benefits for the Group. This means that stringent criteria must be met before a development project results in an intangible asset being activated. Such criteria include the ability to complete the project, proof that the project is technically viable and that a market exists, as well as the intention and ability to use or sell the intangible asset. It must also be

possible to measure costs reliably during the development phase. Forming tools for the manufacture of the products at external partners are owned by Careium and the expenses for them are capitalized and depreciated according to plan if the product's service life is expected to exceed one year. Careium has no expenses for research.

Tangible and intangible fixed assets

Fixed assets are reported at acquisition value less accumulated depreciation according to plan and accumulated impairments, in addition to goodwill, which is not depreciated in the Group.

Financial instruments

Investments

The Group classifies its investments in debt instruments into three categories: accrued acquisition value, fair value via other comprehensive income and fair value via the income statement. The classification is made in accordance with IFRS 9, based on the business model and the debt instruments' contractual cash flows. Management classifies investments at the time of acquisition. Investments in debt instruments, within the framework of a business model whose goal is to hold financial instruments to collect contractual cash flows that only constitute payment of principal and interest, are classified as accrued acquisition value and are reported as current and long-term current assets. Purchases and sales of financial instruments are reported on the business day, which is the date on which the Group commits to buy or sell the financial instrument. Financial instruments are derecognised from the balance sheet when the rights to receive cash flows from the financial instruments have expired or been transferred, and when the Group has substantially transferred risks, liabilities and benefits associated with the ownership of the financial asset or liability.

Loan receivables

Loan receivables are debt instruments with fixed or determinable repayments that are not listed on an active market. They are first reported at fair value and then measured at accrued acquisition value. Provisions for expected credit losses are calculated according to the simplified method for calculating expected credit losses. The method means that expected losses during the entire term of the claim are used as a starting point. When calculating expected credit losses, accounts receivable are grouped according to the number of days of delay. Interest income on loan receivables is reported as financial income. Loan receivables that fall due for payment within 12 months are reported as current assets under interest-bearing receivables and those that fall due after 12 months as fixed assets under long-term loan receivables.

Liabilities

Liabilities are first reported at fair value, net after deductions for transaction costs. In subsequent periods, they are reported at amortised cost according to the effective interest method and gains and losses are reported in the income statement as other operating income/other operating expenses. Any differences between income, net after deduction of transaction costs and repayment value are reported on an ongoing basis in the consolidated income statement during the loan period. Interest expenses are accumulated and reported in the income statement for each period. Debts with an original maturity of more than 12 months are classified as long-term

liabilities in the Group's statement of financial position, but repayments that fall due within 12 months are reported in current liabilities under Short-Term Share of Long-Term Liabilities. Short-term corporate certificates, bank loans and other interest-bearing loans for which the original maturity is less than 12 months are reported in current liabilities under Interest-bearing liabilities.

Fair value hierarchy

The Group uses the following hierarchy to determine and provide information on the fair value of financial instruments according to valuation techniques:

- **Level 1:** quoted (unadjusted) prices in active markets for identical assets or liabilities
- **Level 2:** other techniques through which all inputs that have a significant impact on the carrying amount can be observed, either directly or indirectly.
- **Level 3:** methods that use input data that have a significant impact on the reported fair values that are not based on observable market data

Impairments

At each balance sheet date, it is assessed whether there is any indication of a need for impairment of the reported values of the Group's assets. If there are indications, the recoverable amount of an asset is calculated. The recoverable amount is the higher of an asset's net realisable value and value in use. When determining the value in use, the present value of the estimated future payments that the asset is expected to give rise to during the period of use is calculated. The present value calculation uses a discount rate before tax that reflects the current market interest rate and the risk attributable to the asset.

If the recoverable amount is less than the carrying amount, an impairment of the asset is made to the recoverable amount. Reversals of impairments are made if there are no longer reasons for these impairments except for goodwill. Impairments and reversals of impairments are reported in the income statement.

At least once a year, forecasted future earnings and cash-flow are evaluated in relation to good will, capitalized expenses relating to ongoing development projects and the right to use premises.

If the carrying amount exceeds its value in use, an impairment loss is recognised.

Depreciation of tangible fixed assets

Depreciation according to plan takes place on a straight-line basis based on the asset class' original acquisition value and the estimated useful life:

Tools and equipment	2-5 years
Leased social alarms, etc.	1-5 years

Amortization of intangible assets

Intangible assets are amortised during the estimated useful life. For activated product development, depreciation begins from the market introduction of each product. Depreciation according to plan takes place on a straight-line basis based on the asset class' original acquisition value:

Capitalized expenses for development work	3-8 years
Trademarks	1-5 years
Customer register and distribution agreement	3-7 years

Leasing

Careium leases offices, premises, office equipment and vehicles. The terms are negotiated separately for each agreement and contain a large number of agreement terms. The leasing agreements are reported as right-of-use assets and a corresponding liability, on the day on which the leased asset is available for use by the Group. Assets and liabilities arising from leasing agreements are initially reported at present value. Leasing liabilities include the present value of the following leasing payments:

- fixed fees after deductions for any benefits in connection with the signing of the leasing agreement, variable leasing fees that depend on an index or a price, initially valued using an index or price at the start date,
- amounts expected to be paid by the lessee according to residual value guarantees
- the exercise price of an option to repurchase if the Group is reasonably certain to exercise such an opportunity
- Penalties that are paid upon termination of the leasing agreement if the leasing period reflects that the Group will use an opportunity to terminate the leasing agreement

Lease payments that will be made for reasonably secure extension options are also included in the valuation of the debt. Leasing payments are discounted with the implicit interest rate of the leasing agreement. If this interest rate cannot be easily determined, as is normally the case for the Group's leasing agreement, the lessee's marginal borrowing rate shall be used, which is the interest rate that the individual lessee would have to pay to borrow the funds necessary to purchase an asset of similar value to the right-of-use in a similar economic environment with similar terms and collateral.

Leasing payments are divided between amortization of the debt and interest. The interest is reported in the income statement over the leasing period in a way that entails a fixed interest rate for the leasing liability reported during the respective period. Assets with a right of use are valued at acquisition value and include the following:

- the amount the lease liability was originally valued at,
- leasing fees paid on or before the commencement date, after deduction of any benefits received in connection with the signing of the leasing agreement,
- initial direct expenses,
- expenses to restore access to the condition provided for in the terms of the lease.

Right of use is usually amortised on a straight-line basis over the shorter of the useful life and the lease term. If the Group is reasonably sure of exercising a call option, the right-of-use is depreciated over the useful life of the underlying asset. Payments for short-term contracts and all

leasing agreements of lesser value are expensed on a straight-line basis in the income statement. Short-term contracts are agreements with a leasing period of 12 months or less. Agreements of lesser value mainly include IT equipment and office furniture.

Inventory

Inventories are valued at the lower of acquisition value according to the first-in-first-out principle (FIFO) and net sales value (lowest value principle). The acquisition value is calculated for each delivery. Impairments of inventories are made according to a model where longer periods in stock result in increased impairments. Different product groups have different rapid impairments.

Net sales value is defined as sales price reduced by sales costs. Impairments to net sales value include impairments due to technical and commercial obsolescence made in each Group company.

Hybrid capital

Careium has issued a hybrid loan with a nominal amount of SEK 50 million, which carries an interest rate of 5.5 percent per annum. Careium has the option to defer the interest payment in full. All loans under the hybrid loan are held by Doro AB. The hybrid loan has no agreed maturity date, but Careium has the right to decide on the settlement of the loan. In accordance with the terms of the loan, it is reported as equity in Careium. If Careium decides to pay a dividend, the deferred interest shall be paid within five working days.

Provisions

Provisions refer to liabilities that are uncertain with respect to the amount or time when they will be settled. A provision is reported when there is a commitment as a result of an event that has occurred, it is probable that an outflow of resources will be required to settle the commitment and that a reliable estimate of the amount can be made. The following provisions are reported in the balance sheet: guarantee commitments and additional costs.

Taxes

Reporting in the income statement is made of all tax that is estimated to amount to reported profit. These taxes have been calculated according to each country's tax rules and reported in the item Tax on profit for the year. The Group's total tax in the income statement consists of current tax on the taxable profit for the period and deferred tax. The deferred tax mainly consists of changes in the deferred tax regarding tax loss carryforwards and other temporary differences.

The Group uses the balance sheet method to calculate deferred tax assets and liabilities. The balance sheet method means that the calculation is made on the basis of tax rates as of the balance sheet date applied to temporary differences between an asset's or a liability's book and tax value, as well as tax loss carryforwards. Deferred tax is reported in the balance sheet only to the part of the value that can probably be utilised in the foreseeable future. An individual assessment is made of the situation for companies in each country.

Cash flow statement

Cash flow statement is prepared according to an indirect method, which means that operating income is adjusted for transactions that did not result in inflows or outflows during the period and for any income and expenses that are attributed to the investment operations' cash flows.

Cash and cash equivalents

Cash and cash equivalents consist of cash, bank balances and short-term investments with a maximum maturity of 3 months on the date of acquisition.

Segment reporting

Operating segments are reported in a manner that is consistent with the internal reporting provided to the company's chief executive officer. The highest executive decision-maker is the function that is responsible for allocating resources and evaluating the segments' results. For Careium, this function is performed by the CEO. For other information on Careium's segment reporting, see Note 2.

Classification

The balance sheet items that are classified as current assets and current liabilities are expected to be recovered or paid within a 12-month period. All other balance sheet items are recovered or paid later.

Critical accounting issues and uncertainty of estimates

On preparing Careium's consolidated accounts, in addition to estimates the Board of Directors and the CEO have made a number of assessments of critical accounting issues that are of great importance for reported amounts. This applies to the following areas:

Valuation of goodwill

When assessing whether there is any indication of a need for impairment of the reported values for goodwill, assumptions are made about the future expected earnings and cash flow development for the lowest possible cash-generating unit. For further information, see Note 7.

Deferred tax regarding loss carryforwards

When valuing deferred tax assets, assessments are made of future tax surpluses for each company and thereby the possibility of utilising the loss carryforwards. Note 17 describes the size of the loss carryforwards.

Non-utilised tax loss carryforwards in acquired companies are converted into deferred tax assets in the consolidated accounts if the assessed earning capacity means that they can be expected to be utilised. Furthermore, deferred tax is calculated on the difference between the fair values of assets and liabilities and tax values.

Credit risks in accounts receivable

When assessing credit risks in accounts receivable, individual assessments are made that are based on historical ability to pay and information in general. For further information, see Note 21.

Valuation of inventory

The valuation of inventory is based on a model based on inventory turnover. In addition to this, individual assessments are made that are based on historical sales statistics and sales forecasts compared with the amount of products in stock and in production at a subcontractor.

PARENT COMPANY

The Parent Company's financial statements have been prepared in accordance with the Annual Accounts Act and by applying the Swedish Board for Financial Reporting's recommendation RFR 2 (Accounting for Legal Entities). The statements issued by the Swedish Board for Financial Reporting for listed companies are also applied.

Classification and presentation

The parent company's income statement and balance sheet are prepared in accordance with the schedules of the Annual Accounts Act. The difference from IAS 1 Presentation of Financial Statements, which is applied in the preparation of the group's financial statements, mainly concerns the reporting of fixed assets and equity. It can be added that the parent company does not have any lease agreements.

Group companies

Shares in group companies are reported at cost less any impairment losses in the parent company's financial statements. Acquisition related costs for group companies, which are expensed in the consolidated accounts, are included as part of the cost of shares in group companies at the parent company.

Group contributions

Group contributions to or from Careium's group companies are reported, in accordance with RFR 2, in the parent company's income statement.

New standards that will come into effect in 2027 onwards

The IASB has published a new accounting standard, IFRS 18 Presentation and Disclosure in Financial Statements, which will replace IAS 1 Presentation of Financial Statements. The standard will come into effect on January 1, 2027 with retroactive applications. IFRS 18 can also be applied in advance, although this requires prior EU approval. Application of the standard will require several new assessments and could require changes to the financial statements, both the primary statements and the notes.

The most important new concepts introduced in IFRS 18 pertain to:

- statement of profit and loss structure,

- mandatory disclosures in the financial statement for certain performance measures that are reported outside a company's financial reports. These are referred to as management performance measurements (MPMs),
- improved principles for aggregation and disaggregation for the primary financial statements and the notes in general.

IFRS 18 is expected to have a particular impact on presentations and information in financial reports and will be applied to financial years beginning 1 January 2027. The standard will not affect the accounting or valuation of items in the financial reports. But since the introduction affects presentations and information in the company's financial reports, the introduction of IFRS 18 is expected to have a significant impact on the company's future design of its financial reports. The work to evaluate the effects will begin in 2026.

New standards effective in 2025

In preparing the consolidated financial statements, the same accounting and valuation principles have been applied as those described in the 2024 Annual Report. New EU-endorsed and amended standards, as well as interpretations issued by the IFRS Interpretations Committee effective from 1 January 2025, have not had any material impact on Careium's financial performance or financial position.

New IFRS not yet applied

The new or amended IFRS, which will only come into force in the coming financial year, are judged, based on known information, not to have a significant impact, apart from the above-described effect regarding IFRS 18.

Note 2 Net sales and other income and expenses

Group	2025	2024
Sales of products	234.8	222.3
Sales of services, non-recurring	64.3	75.0
Sales of services, recurring	555.0	574.8
Sales of services	619.3	648.4
Net sales	854.1	870.7
Sweden	224.5	279.1
Norway	133.2	114.6
United Kingdom	312.7	307.6
Netherlands	88.4	82.1
Other markets	95.2	87.3
Net sales	854.1	870.7
Other operating expenses and income		
Government assistance received	-	1.1
Other incomes	0.1	2.4
Other expenses	-1.8	0.0
	-1.7	3.5

Segment accounting (according to IFRS 8)

Careium is reported as a functional organization. The functional division supports Careium's organizational structure whereby services are shared between different products, geographical regions and distribution channels (private and public). The regions are responsible for sales and service delivery in each region and report to the CEO of Careium. Careium is an operating segment with a common strategy and joint performance monitoring, and cost and investment budget. Careium's operations are reported as a segment and financial information and results are analyzed and evaluated as a segment by the highest executive decision-maker. The most important performance measure for the management of the business is EBIT. The customers' location forms the basis for the division of sales into geographical regions. No single customer accounts for more than 10 percent of net sales. All significant tangible and intangible assets are controlled by the Swedish parent company.

Note 3 Intra-Group transactions

Of the parent company's income, SEK 16.6 million (9.1) relates to subsidiaries. The subsidiaries had no income from the parent company. Invoicing between subsidiaries totalled SEK 298.8 million (283.6).

Note 4 Leasing agreements

Leasing agreements where the Group is the lessee

The following amounts related to leasing agreements are reported in the balance sheet.

Right-of-use assets	2025	2024
Premises	28.6	16.4
Equipment	0.0	0.0
Vehicle	4.9	2.5
Other	1.3	2.9
Total	34.8	21.8
Lease liabilities	2025	2024
Current	12.5	10.5
Non-current	22.7	11.3
Total	35.2	21.8

New right-of-use assets during 2025 amounted to SEK 28.5 million (3.2). The following amounts related to leasing agreements are reported in the income statement.

Depreciation of right-of-use assets	2025	2024
Premises	-10.6	-9.8
Equipment	0.0	0.0
Vehicle	-2.2	-2.8
Other	-0.9	-2.0
Total	-13.7	-14.6
Interest expenses (included in financial expenses)	-0.7	-0.7
Expenses attributable to short-term leasing agreements, leasing agreements for which the underlying asset is of low value, and variable leasing payments that are not included in leasing liabilities (included in operating expenses)	-4.0	-3.7

The total cash flow related to leasing agreements in 2025 was SEK 18.5 million (19.0).

Leasing agreements where the Group is the lessor

The company has financial and operational leasing agreements regarding alarm units delivered to customers in the public sector for the Nordics. Other markets deliver services on subscription basis. The contract period is normally between 24 and 48 months with an option to extend for another 12 to 24 months. Reserves for doubtful receivables do not exist as customers in the public sector are judged to be creditworthy.

Agreed future financial leasing agreements fall due for payment as below.

Financial leasing agreements	2025	2024
Within 1 year	39.4	43.9
Within 2 years	29.9	37.6
Within 3 years	15.1	28.0
Within 4 years	4.2	13.6
Within 5 years	0.3	3.1
More than 5 years	0.0	0.0
Total	88.9	126.2

For finance leases, the gain (or loss) and the finance income amounted to the following:

	2025	2024
Profit from financial lease	3.0	24.7
of which financial revenue from net investment	2.1	2.2

Operationella leasingbetalningar	2025
Within 1 year	125.9
Within 2 years	78.6
Within 3 years	36.9
Within 4 years	21.4
Within 5 years	17.7
More than 5 years	12.9

Note 5 Employees

Average number of employees	2025	of whom men	2024	of whom men
Sweden	197	84	189	77
Norway	77	30	55	30
United Kingdom	219	82	237	81
Germany	10	8	7	5
Spain	10	6	8	6
Netherlands	47	27	46	24
France	2	2	1	1
Total	562	239	543	224

Salaries and other remuneration

Salaries, remunerations, social security costs and pension costs have been paid at the following amounts:

	2025	2024
Salaries and benefits	307.9	289.4
	307.9	289.4
Social fees	66.9	55.4
	66.9	55.4
Pension costs	18.5	17.5
<i>of which premium based</i>	12.9	12.7
	18.5	17.5

Salaries and remuneration, including Board fees and distribution between the Board/CEO and other employees

	2025		2024	
	Board and CEO	Other employees	Board and CEO	Other employees
Sweden	8.4	103.1	4.6	94.1
Norway	-	59.9	-	44.8
United Kingdom	-	97.4	-	107.6
Germany	-	9.6	-	6.0
Spain	-	6.3	-	6.2
Netherlands	-	26.7	-	26.2
France	-	2.3	-	1.5
Total	8.4	305.2	4.6	286.3

Gender distribution,

senior executives	2025, number	Women, %	2024, number	Women, %
Board of Directors	5	20%	4	50%
Group Management	7	14%	7	14%

Remuneration to senior executives (SEK thousand)

Board 2025	Fee	Pension	Other benefits	Total
Chairman of the Board	591	-	-	591
Other board of directors	1,127	-	-	1,127
Total	1,718	-	-	1,718

Chair of the Board, Maria Khorsand (January-May), received SEK 250 thousand and Juha Mört (half June-December) received SEK 341 thousand. Kai Tavakka, Sara Lindell and Nils Normell each received SEK 306.7 and Janne Holmia received SEK 206.7 thousand (May-December).

The Board was elected at the Annual General Meeting on 24 April 2025.

Senior executives 2025	Bonus and other variable remuneration			Extraordinary		Total
	Salary	remuneration	Pension	Other benefits	expenses*	
Christian Walén	1,592	-	457	2	4,661	6,712
Other senior executives	9,063	1,036	2,455	168		12,722
Total	10,655	1,036	2,912	169	4,661	19,433

*Christian Walén left the company on August 18 and is exempt from work from August 19 during the notice period, which extends until August 18, 2027. Salary and pension will remain unchanged throughout the notice period. Extraordinary items include final salary.

The amounts above include the salaries and remuneration of employed senior managers. In 2025, a total of 7 persons was included in Other Senior Executives. In addition to salaries and remuneration to employed senior executives, consulting fees for Peter Heuman (interim CEO) amounted to SEK 2,766 thousand.

Principles

Fees are paid to the Chair and members of the Board in accordance with the decision of the Annual General Meeting. Remuneration to the CEO and other senior executives consists of basic salary, variable remuneration, other benefits (mainly company car) and pension premiums. The distribution between basic salary and variable remuneration must be in proportion to the executive's responsibilities and authority. Average number of executives in the Group Management during 2025: 7 (6).

Pensions

For the CEO and other senior executives in the Group, the age of 65 applies to pensions and customary pension plans according to the general pension, as well as the full provision for the entire salary amount according to the ITP / ITPK plans. All pension benefits are vested, i.e. not conditional on future employment. The notice periods are according to LAS or a maximum of 12 months. No agreements have been made regarding pension commitments or the equivalent in addition to what is covered by the notice periods stated below, either for Board members or senior executives. Pension plans for senior executives are essentially defined contribution plans and premiums totalling SEK 2.9 million (2.9) have been paid.

Employee stock option program (CEO and other senior executives)

Main conditions employee stock option program							Options held at the beginning of the year					
							Opening balance	During the year			Closing balance	
Name of Director, position	Specification of plan	Performance period, year	Award date	Vesting date	End of retention period	Exercise price	Options held at the beginning of the year	Awarded	Vested	Forfeited	Subject to a performance condition	Awarded not vested at year end
Christian Walén, CEO	2025	3	2025-05-28	2028-05-28	2029-03-31	0.02	0	120,000	0	120,000	0	0
Other senior executives	2025	3	2025-05-28	2028-05-28	2029-03-31	0.02	0	335,000	0	0	0	335,000

Terms and conditions of termination

The notice period from the company's side and from the CEO's side is one year. The CEO is entitled to severance pay for a period of 12 months in the event of termination by the company. In the event of termination by the CEO, no severance pay is paid. Other senior executives have severance pay agreements of between three and nine months.

Employee Stock Option Program

In addition to remuneration covered by the remuneration guidelines, the general meeting of the company has resolved to implement a long-term share-related incentive program. On April 24, 2025, the Annual General Meeting resolved to implement an employee stock option program to ensure commitment for key employees through a remuneration system linked to the company's future value growth. The employee stock option program comprises a maximum of 600,000 employee stock options (maximum dilution 2.4%). The employee stock options shall be allotted free of charge. Each employee stock option entitles the holder to acquire, provided that the barrier and ceiling conditions are met, one share in Careium for a subscription price corresponding to the share's quota value. The employee stock options vest after three years. For detailed information, see www.careium.com/en/investor-relations/annual-general-meeting

Fair value of the options is calculated with the Black & Scholes model adjusted for barriers and cap. At grant date (May 28, 2025), the employee stock option was valued at SEK 19.77 based on the following parameters: the risk-less interest rate 1.94%, value of the underlying share 27.5 SEK, duration of the option 3 years, barrier 36.84 SEK, cap 70.00 SEK and volatility 40.3%.

A total of 455,000 stock options is granted to senior executives of which 120,000 had been forfeited as of 31 December 2025, which means that 335,000 stock options were outstanding as of 31 December 2025. Since then, a further 40,000 stock options have been forfeited. 145,000 stock options remain in the option pool. The company has issued 600,000 warrants of series 2025 to secure delivery to the participants in the Employee Stock Option Program in accordance with the terms of the program. No share-related or share price-related incentive programs were terminated in 2025.

Preparation and decision-making process

This is described in the Directors' Report

Note 6 Interest and similar items

	Group		Parent company	
	2025	2024	2025	2024
Income				
Interest income, external	4.0	4.5	1.6	1.6
Interest income, internal	-	-	8.1	8.7
Exchange rate gains	-	4.1	-	4.0
Total	4.0	8.6	9.8	14.3
Costs				
Interest expenses, external	-10.4	-13.3	-9.4	-12.6
Interest expenses, internal	-	-	-0.8	-1.0
Exchange rate losses	-6.4	0.0	-6.6	-
Other	-1.7	-1.7	-1.7	-1.7
Total	-18.6	-15.0	-18.4	-15.3
Net financial items	-14.6	-6.4	-8.7	-1.0

Note 7 Intangible fixed assets

	2025	2024
Capitalized expenses for development work/IT		
Opening accumulated acquisition value	225.4	196.1
This year's acquisitions	31.6	28.1
Sales/disposals/impairments	-11.2	-
Translation difference	-2.6	1.2
Closing accumulated acquisition value	243.2	225.4
Opening accumulated depreciations	-86.1	-67.5
Depreciation for the year	-24.7	-18.3
Sales/disposals/impairments	11.2	-
Translation difference	0.9	-0.3
Closing accumulated depreciations	-98.7	-86.1
Closing residual value	144.5	139.3
Goodwill	2025	2024
Opening accumulated acquisition value	444.0	429.8
Translation difference	-24.1	14.2
Closing accumulated acquisition value	419.9	444.0

The Group performs impairment assessments of goodwill annually, and when there is an indication of impairment.

The recoverable amount has been determined based on the value in use that consists of the current value and future cash flows. The calculation of future cash flows is based on an assessment of the expected growth rate according to established forecasts for the next five years (CAGR 7%). The forecasts are based on previous years' experience, but also take into account future expected developments. Assumptions about future growth and profitability are based on external and internal assessments of market growth, historical development and management's assessment of market shares. The discount factor, WACC, has been determined through the Capital Asset Pricing Model (CAPM). As part of the WACC, a risk-free interest rate corresponding to the return on a ten-year government bond has been used with a supplement for the stock market's risk premium and with a supplement for a risk premium for smaller companies.

The required rate of return has been weighted on the basis of the optimal capital structure derived from the capital market. The recoverable amount exceeds the carrying amount, which is why no need for impairment is deemed to exist.

Sensitivity analysis

Growth rate: Careium has in the impairment test assumed a growth of in average 6.9 percent (5.7) for year 1-5 and after five years a sustainable growth rate of 2 percent (2). A change in the growth rate from 2 percent to 1 percent does not entail any need for impairment. In its impairment testing, Careium used a discount rate of 13.5 percent (14.2) before tax. A change in the discount rate before tax to 16.4 percent does not entail any need for impairment.

Customer register and distribution agreements	2025	2024
Opening accumulated acquisition value	83.6	78.9
Translation difference	-7.3	4.7
Closing accumulated acquisition value	76.4	83.6
Opening accumulated depreciations	-82.2	-69.8
Depreciation for the year	-1.7	-8.2
Translation difference	7.5	-4.2
Closing accumulated depreciations	-76.4	-82.2
Closing residual value	-	1.4

Trademarks	2025	2024
Opening accumulated acquisition value	2.8	2.6
Translation difference	-0.3	0.2
Closing accumulated acquisition value	2.6	2.8
Opening accumulated depreciations	-2.8	-2.6
Translation difference	0.3	-0.2
Closing accumulated depreciations	-2.5	-2.8
Closing residual value	0.0	0.0

Note 8 Tangible fixed assets

Equipment, tools and rental equipment	2025	2024
Opening accumulated acquisition value	234.6	200.0
This year's acquisitions	60.6	29.7
Sales/disposals	-47.6	-3.2
Translation difference	-18.1	8.1
Closing accumulated acquisition value	229.5	234.6
Opening accumulated depreciations	-171.2	-140.3
Depreciation for the year	-29.4	-25.4
Sales/disposals	44.5	1.3
Translation difference	14.7	-6.8
Closing accumulated depreciations	-141.3	-171.2
Closing residual value	88.1	63.4

Note 9 Shares in Group companies

Subsidiaries	Number of shares	Share, %	Book value
			2025
Careium Sweden AB	2,500	100	100.2
-Careium Services AB			0.1
Careium D-A-CH GmbH	1	100	2.0
Careium Norge AS	242,294	100	31.3
Careium UK Ltd	100	100	245.0
-Doro Care UK Ltd			-
-Eldercare UK Ltd			-
-Careium Blackburn Ltd			-
Careium España S.L.	36,363	100	27.6
Innocom Bureau voor Bedrijfscommunicatie B.V.	18,000	100	75.4
Careium France SAS	5,000	100	0.1
			481.7

Subsidiaries – company ID number**Registered offices**

Careium Sweden AB - 556569-9740	Malmö, Sweden
- Careium Services AB - 559304-5957	Malmö, Sweden
Careium D-A-CH GmbH - HRB 6783	Taunus, Germany
Careium Norge AS - 999238424	Oslo, Norway
Careium UK Ltd - 04133585	Lancashire, United Kingdom
- Doro Care UK Ltd- 08666755	Lancashire, United Kingdom
- Eldercare UK Limited - 02163445	Lancashire, United Kingdom
- Careium Blackburn Ltd - 13723761	Lancashire, United Kingdom
Careium España S.L. - B87664504	Madrid, Spain
Innocom Bureau voor Bedrijfscommunicatie B.V. - 17176384	Leende, The Netherlands
Careium France SAS - 390 144 475	Paris, France

Note 10 Other current receivables and prepaid expenses and accrued income

Prepaid expenses and accrued income	Group		Parent company	
	2025	2024	2025	2024
Prepaid rent	3.2	4.4	-	-
Prepaid insurance premiums	0.5	1.1	0.1	0.1
Contract assets	48.4	29.4	-	-
Other prepaid expenses	12.2	8.0	0.7	0.1
Total	64.3	42.9	0.8	0.2

Prepaid expenses and accrued income	Group		Parent company	
	2025	2024	2025	2024
Prepaid rent	3.2	4.4	-	-
Prepaid insurance premiums	0.5	1.1	0.1	0.1
Contract assets	48.4	29.4	-	-
Other prepaid expenses	12.2	8.0	0.7	0.1
Total	64.3	42.9	0.8	0.2

Contract assets refer to accrued income from customer contracts in the service transaction where the terms of the contract stipulate that the services must be debited in arrears.

Note 11 Share capital and dividend

	Number of shares	Voting rights	Type
A-shares	24,326,214	1 vote per share	Normal

Share capital

24,326,214 shares with a quota value of SEK 0.0208 = SEK 506,832.41.

Dividend

The Board of Directors proposes that no dividend be paid for 2025.

Note 12 Overdraft facilities

	Group		Parent company	
	2025	2024	2025	2024
Approved credit	50.0	50.0	50.0	50.0
of which utilized credit	-	-	-	-

Note 13 Accrued expenses and prepaid income

	Group		Parent company	
	2025	2024	2025	2024
Holiday pay liability	20.4	21.4	0.7	0.7
Social fees	9.9	3.9	0.3	0.1
Other personnel liabilities	2.3	3.7	-	-
Contract liabilities	11.1	7.3	-	-
Other accrued expenses	29.7	22.0	1.4	1.1
Total	73.4	58.3	2.4	1.8

Contract liabilities refer to performance commitments that have been invoiced but have not yet been delivered to the customer.

Note 14 Pledged assets for liabilities to credit institutions

	Group		Parent company	
	2025	2024	2025	2024
Shares in subsidiaries	195.8	192.0	131.6	131.6

Note 15 Contingent liabilities

The Group and the parent company have no contingent liabilities.

Note 16 Auditors

At the 2025 Annual General Meeting, firm of auditors Öhrlings PricewaterhouseCoopers AB (PwC) was elected as Careium's auditors, with Johan Rönnbäck as principal auditor.

	Group		Parent company	
	2025	2024	2025	2024
Fees and cost reimbursements				
<i>Öhrlings PricewaterhouseCoopers AB</i>				
Audit assignment	0.7	0.8	0.6	0.6
<i>Other</i>				
Audit assignment	0.5	0.7	-	-
Tax advisory services	-	0.1	-	-
Total	1.2	1.5	0.6	0.6

Note 17 Taxes

Tax on profit for the year	2025	2024
Current tax	-4.1	-7.3
Deferred tax	5.3	-8.8
Total tax on the profit for the year	1.2	-16.1

The relationship between the year's tax expense and reported profit before tax:

Taxes	2025	2024
Reported profit before tax	34.6	77.6
Tax 20.6%	-7.1	-16.0
Non-deductible expenses	-1.5	-0.2
Non-taxable income	0.7	-
Utilization of previously unrecognized tax loss carryforwards	10.8	0.4
Tax expense/tax revenue in previous years	0.2	-0.4
Adjustment for tax rates in foreign Group companies	-1.9	0.1
Reported tax	1.2	-16.1

Temporary differences exist in cases where the reported values and tax values of assets or liabilities are different. Temporary differences, unutilised tax loss carryforwards and other future tax carryforwards have resulted in deferred tax assets and liabilities relating to the following items:

Deferred tax receivables/tax liabilities	2025	2024
Unutilized loss carryforwards	15.2	10.4
Lease liabilities	7.6	5.0
Temporary differences, other	0.2	-
Deferred tax asset	23.0	15.4
Untaxed reserves	-4.0	-5.0
Right-of-use assets	-7.5	-5.0
Lease assets	-4.1	-1.5
Intangible assets	-4.1	-5.1
Temporary differences, other	-0.5	-
Deferred tax liability	-20.2	-16.6
Total reported deferred tax receivables/tax liabilities	2.8	-1.2

Deferred tax assets are reported in the balance sheet for unutilised loss carryforwards and temporary differences to the extent that they are likely to be utilised in the foreseeable future. An individual assessment is made by each company with regard to historical earnings development, future plans and the possibility of using the loss carryforwards.

Of the Group's loss carryforwards, SEK 15,2 million (14.1) can be utilised without a time limit. The unused loss carryforwards are in the UK and Norway.

Tax on loss carryforwards fall due as follows	2025	2024
Without time limit	15.2	10.4
Total	15.2	10.4

Gross change in deferred taxes	2025	2024
Opening balance	-1.2	6.6
Recognized in the income statement	5.3	-8.8
Translation difference	-1.3	1.0
Closing balance	2.8	-1.2

Note 18 Acquisition**Acquisitions in 2025**

No acquisitions were made in 2025.

Acquisitions in 2024

No acquisitions were made in 2024.

Note 19 Goods for sale

Group	2025	2024
Opening gross stock	44.6	38.6
Change in gross stock	1.5	5.6
Translation difference	-1.0	0.4
Closing gross stock	45.0	44.6
Opening write-downs of stock	-1.0	-1.6
Change in write-downs of stock	0.3	0.6
Translation difference	0.0	-0.0
Closing write-downs of stock*	-0.7	-1.0
Net stock in the balance sheet	44.4	43.6

*Acquisition value of the inventory that write-downs of SEK 0.7 million (1.0) relates amounts to SEK 1.9 million (2.1).

Note 20 Provision for guarantees

	2025	2024
Opening balance	1.8	2.0
Amounts released	-0.1	-0.3
New provisions	-	-
Translation difference	-	0.0
Closing balance	1.7	1.8

Note 21 Other non-current provisions

	2025	2024
Opening balance	0.8	0.3
Amounts released	-0.1	-0.1
New provisions	0.4	0.6
Translation difference	-0.1	-
Closing balance	1.1	0.8

Note 22 Risk management and financial instruments

Financial risk management

The Group's management of financial risks is governed by a financial policy adopted by the Board. Risk management aims to reduce or eliminate risks. The main focus is on striving for a low-risk financial profile. Careium's finance function has the overall responsibility for financial risk management, including financing, currency and interest rate risk management, liquidity management and cash management. Careium's financial activities are centralised to leverage scale economies, ensure good internal control and facilitate risk monitoring.

Credit and counterparty risk

The Group is mainly exposed to credit risk in connection with commercial customer transactions but also in connection with financial transactions. The latter in the form of issuer risk in any financial investments. Credit and counterparty risks are managed centrally. Financial instruments may only be made with authorised banks. Short-term investments may only be made within the counterparty categories of central government, local government and banks. No short-term financial investments were made in 2025. Accounts receivable amounted to SEK 105.3 million (121.2), long term account receivables amounted to 9.9 (0.0) and lease receivables to SEK 88.9 million (126.2). In recent years, Careium has had low credit losses because the main customer group is large companies and public organizations. The largest customer accounts for less than ten percent of Group sales. In most countries Careium operates without credit insurance.

Age analysis of accounts receivable	2025	2024
Not due	77.3	95.3
Due < 60 days	14.3	19.8
Due > 60 days	18.5	14.4
Total accounts receivables	110.1	129.5
Expected bad debt losses	-4.8	-8.4
Account receivables in the financial statements	105.3	121.2

Doubtful accounts receivable	2025	2024
Opening balance	-8.4	-10.5
Expected bad debt losses	-3.9	-1.3
Confirmed bad debt losses	0.3	-
Translation difference	0.6	-0.7
Amounts reversed	6.5	4.1
Closing balance	-4.8	-8.4

Other long term receivables

Other long term receivables include long term account receivables 9.9 (0.0) are not yet due.

Liquidity risk

At the end of 2025, the Group had SEK 209.7 million (196.8) in interest-bearing liabilities, including SEK 35.2 million (21.8) relating to finance lease liabilities for right-of-use assets. Careium has a framework loan (RCF) of SEK 450m maturing in April 2029. The Group's liquidity in bank funds amounted to SEK 54,9 million (31.9) at the end of 2025. The overall objective is to manage the Group's short-term financing needs while minimising excess liquidity. Careium shall have a liquidity reserve of at least SEK 25 million.

Currency risks

Careium is exposed to currency risks caused by unfavourable exchange rate fluctuations that may affect sales, earnings and equity. The currency risk is described below divided into transaction exposure and translation exposure, respectively.

Transaction exposure

Transaction exposure arises due to Careium having revenues and expenses in various currencies. Purchases of products are largely made in USD, while sales are made in SEK, GBP, NOK and EUR. Product sales account for around 25 percent of sales, but some of the product purchases are made in local currency in the respective market. In other respects, purchases are made mainly in local currency in each market and other costs largely refer to personnel costs. The transaction exposure is therefore not normally considered to be significant.

Translation exposure

Translation exposure arises when foreign assets and liabilities, as well as income statements in foreign subsidiaries, are translated to SEK in connection with consolidation. Careium does not hedge the translation exposure.

Value of foreign assets	2025	2024
NOK	37.9	31.4
EUR	250.3	257.4
GBP	162.1	152.7
Total	450.3	441.4

Interest rate risk

Interest rate risk is the risk of a deterioration in the Group's net financial position as a result of higher market interest rates. Careium's current loan portfolio consists of loans in SEK. The average interest rate on borrowing in 2025 was 3.7 percent (4.1). If the SEK interest rate were to rise by 1 percentage point, Careium's net financial items would deteriorate by approximately SEK 1.7 million based on the debt level on 31 December 2025.

Term structure analysis for derivatives and financial liabilities at 31 December 2025

The Group, SEK million	months	year	1–3 year	3 years or more	Total
Bank loans				174.5	174.5
Overdraft facility			-		-
Lease liabilities		12.5	22.7		35.2
Account payables	65.0				65.0
Total	65.0	12.5	22.7	174.5	274.7

Hybrid loan

Careium has issued a hybrid loan with a nominal amount of SEK 50 million. All loans under the hybrid loan are held by Doro AB. The hybrid loan has no agreed maturity date, but Careium has the right to decide on settlement of the loan. In accordance with the terms of the loan, it is recognised as equity in Careium. The hybrid loan has an interest rate of 5.5 percent.

Note 23 Liabilities to credit institutions

Non-current	Group		Parent company	
	2025	2024	2025	2024
Bank loans	174.5	175.0	174.5	175.0
Current				
Bank loans	-	-	-	-
Total liabilities to credit institutions	174.5	175.0	174.5	175.0

Bank loans have an interest rate of 1.4% + STIBOR (but not less than 1.0%). The parent company's liabilities to credit institutions are in Swedish kronor.

Bank agreement

In Careium's loan agreement, the company undertakes to meet the following at the end of each quarter:

- Net debt / EBITDA < 3.25
- Interest coverage ratio (ICR) > 5.0

In the event that these commitments are not met, the lender usually has the right to demand early repayment of the loans provided, exercise its lien on pledged assets, demand additional amortization or request changed terms.

Careium met the terms of the Group's loan agreement as of the balance sheet date.

Maturity dates of long-term liabilities to credit institutions	Group		Parent company	
	2025	2024	2025	2024
1–2 years		175.0		175.0
2–5 years	174.5		174.5	
More than 5 years				
Total	174.5	175.0	174.5	175.0

Note 24 Related-party transactions

No related party transactions took place during the year.

Note 25 Significant events after year-end

- In January, Alexander Golubev was appointed Interim CTO, replacing Alexander Jubner.
- In January, following changes in holdings, Louis So (Kunshan Q Technology International) replaced Mark Shay (Accendo Capital) as a member of the Nomination Committee.
- In March Martin Puumalainen resigned from his position as CCO.

Note 26 Changes in debt

	Other assets		Debt attributable to financing activities				Total
	Cash and cash equivalents/ overdraft facilities	Lease debt due within 1 year	Lease debt due after 1 year	Liabilities to credit institutions due within 1 year	Liabilities to credit institutions due after 1 year		
Net debt at 31 December 2023	-31.5	12.9	12.9	-	200.0	194.3	
Cash flow	2.7	-14.6	-	-	-25.0	-36.9	
Exchange rate differences	-3.1	-	-	-	-	-3.1	
Additional/expiring rights of use	-	12.2	-1.6	-	-	10.6	
Net debt at 31 December 2024	-31.9	10.5	11.3	-	175.0	164.9	
Cash flow	-27.5	-13.7	-	-	-	-41.2	
Prepaid cost for bank agreement extension	-	-	-	-	-0.5	-0.5	
Exchange rate differences	4.4	-	-1.1	-	-	3.3	
Additional/expiring rights of use	-	15.7	12.5	-	-	28.2	
Net debt at 31 December 2025	-54.9	12.5	22.7	-	174.5	154.8	

Note 27 Use of non-international financial standards (“IFRS”) metrics

Guidelines regarding alternative key figures for companies with securities listed on a regulated market within the EU have been issued by ESMA (the European Securities and Markets Authority). These guidelines will be applied to alternative key figures used as from 3 July 2016. The Interim report refers to a number of non-IFRS performance metrics used to help both investors and management to analyze the company's operations. Below, we describe the various non-IFRS performance metrics used to supplement the financial information reported in accordance with IFRS.

Calculation of financial performance metrics that are not found in the IFRS regulations

	2025	2024
Capital employed		
Total assets	1,088.9	1,056.7
Non-interest-bearing liabilities	197.8	181.7
Cash and cash equivalents	54.9	31.9
Reported capital employed	836.2	843.1

Description of financial performance metrics that are not found in the IFRS regulations

Non-IFRS performance metrics	Description	Reason for use of metrics
Restructuring costs	Impairment costs and personnel costs in connection with restructuring.	The metric indicates the specific costs that have arisen in connection with the restructuring of a specific business, which contributes to a better understanding of the underlying cost level in the ongoing operating activities.
Gross margin, %	Net sales minus cost of goods and services sold as a percentage of net sales.	The gross margin is an important measure indicating the margin before other expenditure.
Sales growth comparable entities, %	Change in net sales for the period for the Group companies held in both the current and previous year as a percentage of net sales for the corresponding period of the previous year.	Sales growth in comparable units shows the Group's organic growth excluding company acquisitions.
Currency-adjusted sales growth, %	Net sales for the period recalculated at exchange rates for the corresponding period of the previous year minus net sales for the corresponding period of the previous year as a percentage of net sales for the corresponding period of the previous year.	The measure shows the currency-adjusted sales growth.
Equity/assets ratio	Equity expressed as a percentage of total assets.	A traditional metric indicating financial risk, expressed as the proportion of total capital financed by the owners.
Return on average shareholders' equity	Rolling profit 12 months, after financial items and tax divided by average equity.	From a shareholder perspective shows the return on the owners' invested capital.
Capital employed	Total assets reduced by non-interest-bearing liabilities and cash and bank balances.	The metric shows how much total capital is used in the business and is thus one component in measuring return from the business.
Return on average capital employed	Rolling operating profit for 12 months, divided by the quarterly average capital employed.	The key metric to measure the return on all the capital tied up in the business.
Number of subscription customers	Number of subscription customers connected to the alarm receiving centre.	The metric shows the volume of customers in the service business.

Note 28 Proposed allocation of the company's profit

The Board has decided not to propose any dividend for 2025.

Profit brought forward	366.0
Profit for the year	3.8
	369.8

Sustainability Notes

Note 1 Stakeholders

Careium's stakeholders have been identified by Group Management. This has been done through discussion and is updated annually. In our work with quality, environment and information security, the stakeholder list is used to identify the requirements that stakeholders set for us in respective area, and this provides an important basis for our management system and the certifications under ISO 9001, 14001 and 27001. Dialogue is conducted with the stakeholders who are considered most important for the business and the company's future. More information about stakeholders can be found on page 30.

Note 2 Materiality analysis

The materiality analysis was originally drawn up by the head of sustainability in 2021 in collaboration with relevant functions (Group Management, Board of Directors, purchasing, HR, regions, etc.). It is updated annually in connection with the preparation of the sustainability report. The result of the materiality analysis forms the basis for the design and content of the sustainability report. Positive impact is marked with coloured text.

	Manufacture of products	Transport of products	Careium internally (management and provision of services)	Use of products and services	Reuse and recycling of products
Stakeholder affected	Suppliers Society	Suppliers	Employees Owners	Customers Society	Society
ENVIRONMENTAL IMPACT	Emissions and other environmental impacts during material mining and production. Manufacturing mainly in Asia.	CO2 and other emissions from aircraft, ships and lorries	Heating, electricity and water to Careium's offices and alarm receiving centres. Visits by car to alarm service users and customers.	Energy consumption of products. Reduced driving for home care.	Power consumption Use of finite resources Waste
Significance	High Life cycle analysis of the alarm chain shows that 85 % of the climate footprint comes from manufacturing. Waste and emissions are also part of this component.	Medium Life cycle analysis of the alarm chain shows that 10 % of the climate footprint comes from transport.	Low Relatively small environmental impact. Impact due to control of other stages.	Low Life cycle analysis of the alarm chain shows that 5 % of the climate footprint comes from use of the products, if they are used in Sweden. (Higher proportion when used in countries with a worse energy mix).	Medium Lifespan and repairability are important to reduce the impact of production.
Possibility to influence	Low Limited opportunities to choose components and manufacturers.	Medium Customer requirements and inventory planning challenges result a suboptimal reliance on air freight.	Medium Green electricity can be selected. Cars can be chosen based on environmental performance.	Medium Construction with low energy use	Medium In terms of construction, emphasis is placed on life span and repairability. Products are labelled to facilitate recycling.

Careium, governance	Supplier selection. Product specification. Business Ethics Policy	Supplier selection. CO ₂ -measurement	Governance in accordance with ISO 14001. Measurement and control of environmental impact.	Product development.	Product development.
SOCIAL IMPACT	Work environment and human rights. Conflict minerals. Supply chain management.	Work environment and human rights. Supply.	Work environment and human rights. Provision for staff. Profit for owners.	Information security/personal data. Product safety. Maintenance of alarm service. Safety and independence of users. Working environment and care quality for municipalities.	Work environment and human rights in relation to recycling. Repairability and a long life span provide economical sustainability.
Significance	High The greatest risks in relation to health and safety, and human rights lie in the manufacturing chain.	Low Relatively minor social impact.	Medium Careium's own activities take place in countries with low social risks, but health and safety is an important issue for our employees.	High Ageing population is a challenge in the countries in which Careium operates. Positive impact on service users, relatives and municipalities.	Low Relatively small social impact.
Possibility to influence	Medium To obtain competitive products, manufacturing is carried out in Asia. Selection and control of suppliers is carried out, but there are risks.	Medium Established transport companies are selected in accordance with our procedures.	Medium Health and safety and culture can be managed, but employees in the alarm receiving centres must work nights and weekends, and the work can be stressful.	High Products and services are developed for good social impact. Quality of products and services that meet customer requirements.	Medium In terms of construction, emphasis is placed on life span and repairability.
Careium, governance	Supplier selection. Product specification. ESG Policy for suppliers.	Supplier selection.	Business Ethics Policy. Surveying and control of work environment.	Management in accordance with ISO 27001, ISO 9001.	Product development.
BUSINESS ETHICS IMPACT	Risk of corruption. Supply chain management.	Risk of corruption. Supply.	Risk of unethical governance. Risk of insider trading. Provision for staff. Profit for owners.	Risk of corruption, price cartels and misleading marketing. Tax payment. Products and services that increase municipalities' ability to offer a good service at a lower cost.	Risk of corruption. Repairability and a long life span provide economical sustainability.
Significance	Medium The biggest risks in relation to corruption lie in the manufacturing chain, but still as low risks.	Medium Relatively small customer at each supplier.	Low Low risks internally.	High An ageing population is a challenge in the countries in which Careium operates. Positive impact on service users, relatives and municipalities.	Low Relatively small impact.
Possibility to influence	Medium To obtain competitive products, manufacturing is carried out in Asia. Selection and control of suppliers is carried out, but there are risks.	Medium Established transport companies are chosen.	High Measurement and control of finances and corporate governance.	High Products and services are developed for good financial sustainability.	Medium Suppliers with a good reputation are chosen.
Careium, governance	Supplier selection. ESG Policy for suppliers	Supplier selection.	Business Ethics Policy. Financial reporting.	Business Ethics Policy.	ESG Policy for suppliers.

Explanations for the table: Significance is Careium's real impact in an area, and opportunity is what remedy Careium has in relation to this impact. Environment is the external environment, how the planet is impacted. Social denotes the impact on people. Business ethics includes anti-corruption, that the applicable taxes are paid, and that insider trading is proscribed, etc.

Strategy based on materiality

Through this materiality analysis, Careium has reached the conclusion that it is in social sustainability at the customer level that Careium has the greatest impact. This is the level at which Careium makes a difference in a way that would not have been the case if the company had been operating in another industry, with other customer segments. This creates value for service users and society.

Note 3 Environmental data

Life cycle analysis

Life cycle analysis was carried out in 2020 for the Eliza + Enzo + Visit + router camera system. The calculations were made in accordance with ISO 14044:2006. At that time, Careium was part of Doro. Very positive effects were observed. See Careium’s website for a full report.

According to the worst case calculation, the entire Careium camera system produces 18.8 kg of carbon dioxide equivalents per year. The Enzo bracelet was calculated to have a service life of 5 years (because it is worn on the arm all the time) and 7 years for the other parts.

The alternative to the camera system is supervision by home care staff. Based on the calculations made, it has been concluded that visits to a user during one year give an average of 323 kg of carbon dioxide equivalents per year. This only includes the inspection visits made, without any other action being taken at the same time.

By replacing unnecessary in-person visits with digital supervision, the municipalities’ climate impact can be reduced significantly.

Greenhouse gases

Emissions, tonnes of CO₂e (carbon dioxide equivalents)	2025	2024	2023	2022
Direct greenhouse gas emissions, Scope 1	165	229	250	260
Indirect greenhouse gas emissions, Scope 2	35	29	29	89
Emissions from transport of goods, Scope 3 (see below for explanation)	213	268	129	290
Use of Careium products, Scope 3 (see below for explanation)	531	822	728	583

Greenhouse gases, calculation methods

Emissions	How Careium calculated emissions and what was included
General	All calculations relate to the climate impact from the use of fuel. Impact from the production and distribution of the fuel is not included. Calculations and accounting are based on the GHG protocol, the “Operational Control Approach”.
Direct greenhouse gas emissions, Scope 1	Emissions from own cars and leased cars, as well as combustion for heating, constitute Careium’s Scope 1 emissions.
Indirect greenhouse gas emissions, Scope 2	Energy consumption for Careium’s premises constitutes the company’s Scope 2 emissions. The calculation is made according to the “market-based approach”. In cases where Careium does not have its own electricity and heating agreements for offices, the calculation is based on the total figure for the building and what share Careium’s offices constitutes of the building. For smaller offices (3 % of the Group’s total footprint) it was not possible to calculate a total figure for the building, and in this case, consumption was estimated. Emissions from district heating (CO ₂ e/kWh) were calculated using emission factors from the suppliers. Emissions from electricity (CO ₂ e/kWh) were calculated using emission factor for the country’s residual mix was used.
Emissions from the transport of goods, Scope 3	Our freight forwarders have calculated Careium’s transport of goods according to the standard for calculating and reporting greenhouse gas emissions in the transport sector, EN 16258:2012. Only transports from Asia to warehouse are reported. This does not include transports from warehouse to end customer. More detailed figures can be found in the table below (shows both WTW and TTW, but the greenhouse gas table above uses TTW).
Use of Careium products, Scope 3	The products’ energy use by Careium’s customers has been calculated using the products’ average energy consumption. Average CO ₂ /kWh for electricity was used in the countries where the products are used. The number of active products on 31 December 2025 was used as the value for the full year.
Other Scope 3 emissions	Scope 3 emissions in addition to those mentioned above are not reported because no data is available. Examples include passenger transport by air and rail, staff commuting and emissions from the manufacture of Careium products by suppliers.

Emissions from forwarders

Scope 3, transport of goods

Mode of transport	Tonnes of CO ₂ e, WTW 2025	Tonnes of CO ₂ e, TTW 2025	Tonnes of CO ₂ e, WTW 2024	Tonnes of CO ₂ e, TTW 2024	Tonnes of CO ₂ e, WTW 2023	Tonnes of CO ₂ e, TTW 2023
Aircraft	244	200	285	234	123	101
Ship	9	7	18	15	14	12
Lorry	8	6	24	19	20	16
Total	261	213	327	268	157	129

WTW=Well to wheel, TTW=Tank to wheel.

Power consumption

	2024	2025							
	Group	Group	Sweden	Norway	United Kingdom	Germany	Netherlands	Spain	France
Passenger transport, company-owned cars (Scope 1), MWh	1,170	661	43	200	91	124	198		5
Electricity consumption, office, MWh* (total, including electricity for heating)	380	323	138	89	57	5	26	2	6
Heating with district heating, MWh*	503	297	213	84					
Cooling with district cooling, MWh	-	-							
Consumption of steam	-	-							
Heating with own combustion, MWh	66	75				6	69		

* In most offices, district heating is calculated as a proportion of the building's total consumption, as separate meters are not available. In some offices, this also applies to electricity consumption.

Energy consumption in 2025 for all active Careium products is 4741 MWh, calculated on annual consumption per unit and with units that were active on 2025-12-31.

Environmental facts for offices

	2024	2025							
	Group	Group	Sweden	Norway	United Kingdom	Germany	Netherlands	Spain	France
Office space, m ²	6,325	5,216	1,782	1,900	408	105	900	109	12
Water consumption, m ³ *	2,542	1,966	1,035	158	487	60	146	80	
Electrical waste, including batteries, kg	23,526	15,183	6,092	4,500	996	310	3,185	-	100

* In most offices, water consumption is calculated as a proportion of the building's total consumption, as separate meters are not available. For the German and Spanish offices, estimates have been made based on the number of staff.

Note 4 Customer safety

Careium's operations are certified under ISO 9001 (quality) and ISO 27001 (information security) and these management systems contribute to secure processes and improved ways of working and ensure that the services achieve promised levels of quality and security. All four alarm receiving centres hold certification under ISO 9001 and ISO 27001. In the UK, Careium uses the local standard from the Telecare Services Association (TSA), which sets high quality requirements for the entire alarm chain. The local Chainmark standard is used in the Benelux countries. Careium has also achieved certification according to the Spanish information security standard, ENS, for which the highest security classification was used. See Careium's local websites for certificates in respective markets.

When suppliers are involved in the service chain, agreements are in place to set requirements for and ensure the delivery and service levels.

A high level of incident preparedness, well-functioning crisis procedures, and regular testing are important tools for ensuring that Careium's services and systems can be maintained and protected during prolonged disruptions and crises. In our alarm centres, Careium's continuity of preparedness is trained through regular simulations of various technical failure scenarios and human errors. Careium's IT staff is on call 24/7 to ensure the operation of critical services and systems, as well as to act in the event of any disruptions.

Risks to the health and safety of service users are always considered when developing new products and services. Careium also constantly works to improve the customer experience and reduce risks. More about risk work can be found on pages 39-41.

Labelling of products and services

The products are labelled and product information is available to facilitate service users

- The content of substances is declared for each product according to European legislation, to achieve CE labelling. Special consideration is thereby given to substances that may have adverse environmental or social impacts.
- Safe use of the product or service is specified in product information available for each product.
- How the products should be disposed of is described in the product information. In the materiality analysis, a general description is given of the environmental and social effects of product waste.
- All new products and services that are launched are checked against current legislation and customer requirements before they are put on the market, as part of the development process.
- Purchasing of components is handled internally. Careium does not currently publish where the individual products and components are procured, other than in general terms. See the materiality analysis.

Waste

Waste mainly occurs during the production of the products we sell (upstream), as well as downstream, when products have been used, completed their technical lifetime and become waste. In Careium's own business there is general office waste, where in recent years paper consumption has been reduced as more digital solutions are gradually introduced. There is no

measurement of office waste at most offices because it is included in the rent and becomes part of the property's total waste. However, we can measure the amount of electrical waste including batteries, which is reported under "Environmental facts, office". The relatively large amount of electrical waste is because at several sites Careium leases out products that are taken back and recycled at the end of their technical lifetime.

We provide products with long durability and repairability, to reduce the amount of waste. Reconditioning and repair of products take place in the operations in Sweden, Norway, the UK and the Netherlands.

Data for waste at our units is collected by each site manager and submitted annually to the Group's sustainability manager for compilation. The site managers are also responsible for waste from the respective offices being collected and transported in line with legal requirements.

The products that Careium puts on the market are reported in accordance with the producer responsibility requirements under the EU Directive on Waste Electronic Equipment (WEEE), batteries and packaging.

Note 5 Employee data

Staff details	2024	2025	Region Sweden	Region Norway	Region UK (United Kingdom)	Region Netherlands	Region Germany	Shared Group functions
	Group	Group						
Number of employees, Head count, at year-end (full-time and part-time)	800	829	191	172	299	49	10	108
Proportion of women of total number of employees, at year-end, %	60	59	72	49	66	55	10	43
Proportion of staff under 30 years of age, %	36	35	50	49	30	18	10	15
Proportion of staff 30–50 years of age, %	36	37	40	29	32	34	50	50
Proportion of staff over 50 years of age, %	28	28	10	22	38	48	40	35
Proportion of women in managerial positions, at year-end, %	54	55	81	42	58	80	-	37
Proportion of staff who have had appraisal interviews	80	87						
Number of employees, Head count – "permanent" at year-end	535	554	109	85	215	37	9	99
Number of employees, Head count – "temporary" at year-end	66	65	26	8	9	12	1	9
Number of employees, Head count – "non-guaranteed hours" at year-end*	199	210	56	79	75	-	-	-
Number of employees, Head count – "full time" at year-end (calculated for permanent and temporary) at year-end	364	383	101	55	105	12	9	101
Number of employees, Head count – "part time" at year-end (calculated for permanent and temporary) at year-end	237	236	34	38	119	37	1	7
Collective agreements in place**	Share	Share	Yes	Yes	No	No	No	Share

* Required employees who are brought in on an hourly basis are alarm operators in the alarm receiving centres.

** In countries where we do not have a collective agreement, local legislation and Careium's ethical guidelines are followed.

We hire in people who perform work for us, e.g. Interim managers and consultants. We do not have any compiled data on quantities.

Occupational health and safety

Careium has an Occupational Health and Safety Policy and a guideline that applies to the entire Group. Based on these, each Country Director is responsible for governance and follow-up regarding the occupational health and safety, including oversight of compliance with legal requirements. At Group level, an annual follow-up of all business premises is carried out to check that all have active occupational health and safety initiatives in place with oversight of relevant requirements. All the Group's employees are covered by occupational health and safety initiatives.

	2024	2025							
Occupational health and safety facts	Group	Group	Sweden	Norway	United Kingdom	Germany	Netherlands	Spain	France
local language	4/7	5/7	X	X	X	-	X	-	X
Safety inspections are held at least annually	6/7	6/7	X	X	X	X	X	X	-
Number of reported occupational injuries and incidents	16	7	5	-	2	-	-	-	-
Sick leave due to occupational injuries and incidents, hours	40	-	-	-	-	-	-	-	-
Number of reported cases of discrimination	-	-	-	-	-	-	-	-	-

Note 6 Anti-corruption

All operations have been risk assessed according to the UN Global Compact “Guide for Anti-Corruption Risk Assessment”. Figures from Transparency International are used to assess risks in different countries. The risks have been assessed as low.

The company’s Business Ethics Policy and ESG Policy for suppliers set out rules regarding anti-corruption. No cases of corruption were discovered in 2025. The whistleblower channel available on the company’s external website can be used by anyone who wants to report suspicious matters.

Note 7 Supply chain

Careium's products are mainly manufactured in Asia by major production partners who also manufacture products for other European customers that in many cases are larger than Careium and set high demands for quality and sustainability. The products are transported to Europe by ocean freight as far as possible, but faster air freight is used if necessary. The products are received in Careium's central warehouse where they are configured and distributed to customers across Europe.

Careium's services in the field of social alarms are provided from our own alarm receiving centres in Sweden, Norway and the UK. Sub-contractors that perform installations are used to a limited extent and are controlled by us.

Assessment regarding environmental and social impact

All significant new suppliers brought in during 2025 were assessed regarding environment, social impact and other sustainability criteria.

Existing suppliers were assessed regarding sustainability as follows:

Number of suppliers assessed for environmental and social impacts.	90
Number of suppliers identified as having significant actual and potential negative environmental or social impacts.	0
Significant actual and potential negative environmental or social impacts identified in the supply chain.	See materiality analysis
Percentage of suppliers identified as having significant actual and potential negative environmental or social impacts with which improvements were agreed upon as a result of assessment.	0
Percentage of suppliers identified as having significant actual and potential negative environmental or social impacts with which relationships were terminated as a result of assessment, and why.	0

Note 8 Whistleblowing

Careium has information on our website about how whistleblowing can be done. It is also included in policies for business ethics, internally and for suppliers.

Whistleblowing	Group	Sweden	Norway	United Kingdom	Germany	Netherlands	Spain
Number of reported whistleblower cases in 2022	2	-	1	1	-	-	-
Number of reported whistleblower cases in 2023	3	2	-	1	-	-	-
Number of reported whistleblower cases in 2024	3	-	-	3	-	-	-
Number of reported whistleblower cases in 2025	1	1	-	-	-	-	-

The case were handled in the ordinary procedures for deviations and suggestions for improvement.

Note 9 Responsibility and governance of the sustainability work

The company's Board of Directors is responsible for strategy and overall monitoring of sustainable development within Careium. The CEO is responsible for execution on an overall level, while responsibility for implementation of the details follows the responsibility structure of the line organization. There is a sustainability manager reporting to the CEO and supporting the entire organization and following up on the implementation of the work.

The Group management team follows up on sustainability work (policies, procedures, goals and outcomes) via the management's review, which is a requirement in the ISO standards we follow. The questions are addressed at several levels in various expert groups, and the final follow-up is made by Group Management. This follow-up is done at different intervals depending on the issue, but at least once a year.

The company's Board of Directors monitors risks and sustainability at Board level. If necessary, responsible persons are convened by the Board to report on the activities. The Sustainability Report is reviewed and signed by the Board as part of the Annual Report.

When significant risks or other major problems are discovered, there is an escalation procedure, where both Group Management and the chair of the Board are informed. Escalation takes place via email. One risk was escalated in 2025 (none in 2024).

The Group Leadership Team maintains competence regarding sustainability issues by participating in the continuous work to fulfil the stakeholders' requirements.

Quality, environmental and information security certifications are used to ensure that the management follows up the sustainability work in an adequate way, with annual external audits and internal audits several times a year. There are also audits of customer requirements. Non-conformities are handled in the internal system for non-conformity management.

Policies are implemented in the management system for the Group, where procedures and instructions specify what applies in various processes. Careium's most important policies are available externally on the website. Communication takes place internally and externally. Policies and procedures are communicated to new employees, and internal annual courses are held regarding e.g. information security and anti-corruption.

External complaints about operations are received by each region and handled locally. Internally, complaints can be made to the manager, HR or via the employee survey. There is also a completely anonymous whistleblower channel, see separate section.

Control of compliance to legal requirements takes place annually in documented reviews. The company did not pay any fines or penalty fees during the year.

Note 10 Environmental targets

The environmental targets for 2025 that were reported in the previous Sustainability Report were partly achieved.

Target	Result	Comment
Office space in Sweden to be reduced to 2/3 of the existing space 2024	Achieved	
Half the vehicle fleet for field technicians in the UK to be replaced with electric cars	Achieved	
Study and rough plan to be made for how the group could achieve net zero greenhouse gas emissions	Partly achieved	Study is completed

Environmental targets for 2026

The environmental target for 2026 is:

Target
Decrease the fossil fuel dependency

Link to the UN's Global Sustainable Development Goals

Careium supports Agenda 2030 and the UN's 17 Global Sustainable Development Goals (SDG). Careium's main opportunities to support these goals lie within SDGs 8, 10 and 12. Relevant targets:



10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

Goal 10 is what Careium does for service users:

- Careium's services and products provide the opportunity for greater inclusion in society and a safer and more independent life for seniors and people with disabilities.

Goal 8 is for Careium staff and for care staff:

- Careium strives to be a stable and responsible employer that offers good working conditions and development opportunities.
- Careium's solutions can provide opportunities for security for service users, support for employees in care services and resource efficiency in the use of tax revenues.

Goal 12 is for the environment:

- Careium selects materials in its products for their good environmental performance throughout their life cycle, from raw material to recycling. Products offering a high proportion of reuse have been standard for many years. Careium is also working to reduce the environmental impact of transport and travel.

Note 11 References to global standards and accounting methods

GRI (Global Reporting Initiative)

GRI background

Careium's Sustainability Report for 2025 adheres to GRI's updated standards (GRI: 2021) that apply as from 1 January 2023. There is no sector standard for Careium's operations, so we only report according to the topic standards.

The GRI reporting is based on the areas that have been identified as essential for the company with the help of stakeholder dialogues and environmental monitoring. The list below reproduces references to the GRI information and indicators that Careium reports within the framework of the company's reporting. This is Careium's fifth GRI report. The company was started in 2021 and was previously part of Doro. The material aspects that are relevant to report have not changed since 2023.

Careium's material sustainability aspects (further explanation can be found in the Sustainability Note Materiality analysis):

Assessment significance-possibility	Aspect	GRI topics
High-high	Social impact on customers and society on use of products and services	416, 417, 418
High-high	Business ethics, when used (positive effect on municipalities' resource management)	206
High-medium	Social impact in the supply chain (health and safety, human rights, etc.)	414
High-low	Environmental impact in the supply chain	305, 308
Medium-medium	Environmental impact during transport	302, 305
Medium-medium	Environmental impact of recycling (life expectancy and repairability)	306
Medium-medium	Risk of corruption in the supply chain	205
Medium-medium	Risk of corruption in transport	205
Medium-medium	Health and safety in our own operations	403, 405

GRI references and comments

GRI standard	Page reference/Comment
GRI 2: GENERAL DISCLOSURES (2021)	
2-1 Organizational details	Note 9
2-2 Entities included in the organization's sustainability reporting	Note 9

GRI standard	Page reference/Comment
2-3 a-c Reporting period, frequency and publication time	Directors' report
2-3 d Contact point for the Sustainability Report	Magdalena Aspengren, Sustainability and Compliance Manager
2-4 Restatements of information from previous reporting periods	GRI background
2-5 External assurance	Page 36
2-6 Activities, value chain and other business relationships	Directors' Report, Corporate Governance, Materiality Analysis, Sustainability Note on Supply Chain
2-7 Employees	Sustainability Note, Employee data
2-8 Workers who are not employees	Sustainability Note, Employee data
2-9 Governance structure and composition	Corporate Governance, Board of Directors
2-10 Nomination and selection of the highest governance body	Corporate Governance
2-11 Chair of the highest governance body	Corporate Governance
2-12 Role of the highest governance body in overseeing the management of sustainability impacts	Sustainability Note, Responsibility and governance of the sustainability work
2-13 Delegation of responsibility for managing impacts	Sustainability Note, Responsibility and governance of the sustainability work
2-14 Role of the highest governance body in sustainability reporting	Sustainability Note, Responsibility and governance of the sustainability work
2-15 Conflicts of interest	Page 20 and 25 and Note 24
2-16 Communication of critical issues	Sustainability Note, Responsibility and governance of the sustainability work
2-17 Collective knowledge in the highest governing body	Sustainability Note, Responsibility and governance of the sustainability work

GRI standard	Page reference/Comment
2-18 Evaluation of the performance of the highest governance body	Sustainability Note, Responsibility and governance of the sustainability work
2-19 Remuneration policies	Remuneration Report
2-20 Process to determine remuneration	Remuneration Report
2-21 Annual total compensation ratio	Remuneration Report
2-22 Statement on sustainable development strategy	Message from the CEO
2-23 Policy commitments	Policies on page 29, as well as Careium's website, Standards and policies (careium.com)
2-24 Embedding of policy commitments	Sustainability Note, Responsibility and governance of the sustainability work
2-25 Processes to remediate negative impacts	Sustainability Note, Responsibility and governance of the sustainability work
2-26 Mechanisms for seeking advice and raising concerns	Sustainability Note, Whistleblowing
2-27 Compliance with laws and regulations	Sustainability Note, Responsibility and governance of the sustainability work
2-28 Membership associations	Svenskt Näringsliv, TechSverige
2-29 Approach to stakeholder engagement	Sustainability Note, Stakeholders
2-30 Collective bargaining agreements	Sustainability Note, Stakeholders
GRI 3: MATERIAL TOPICS (2021)	
3-1 Process to determine material topics	Sustainability Note, Materiality analysis
3-2 List of material topics	Sustainability Note, Materiality analysis GRI background
GRI 205: ANTI-CORRUPTION (2016)	
3-3 Management of material topics	Policies, page 29, Sustainability Note, Materiality analysis Sustainability Note, Anti-corruption
205-1 Risk assessment of operations	Sustainability Note, Anti-corruption

GRI standard	Page reference/Comment
205-2 Communication and training	Sustainability Note, Anti-corruption
205-3 Number of cases relating to corruption	Sustainability Note, Anti-corruption
GRI 206: ANTI-COMPETITIVE BEHAVIOUR (2016)	
3-3 Management of material topics	Policies, page 29 Sustainability Note, Materiality analysis Sustainability Note, Responsibility and governance of the sustainability work Sustainability Note, Anti-corruption
206-1 Legal actions for anti-competitive behaviour, antitrust and monopoly	Sustainability Note, Anti-corruption
GRI 302: ENERGY (2016)	
3-3 Management of material topics	Policies, page 29 Sustainability Note, Materiality analysis Sustainability Note, Responsibility and governance of the sustainability work
302-1 Energy consumption within the organization	Sustainability Note, Environmental data
GRI 305: EMISSIONS (2016)	
3-3 Management of material topics	Policies, page 29 Sustainability Note, Materiality analysis Sustainability Note, Responsibility and governance of the sustainability work
305-1 Direct (Scope 1) GHG emissions	Sustainability Note, Environmental data
305-2 Indirect (Scope 2) GHG emissions	Sustainability Note, Environmental data
305-3 Other indirect (Scope 3) GHG emissions	Sustainability Note, Environmental data
GRI 306: Waste (2020)	
3-3 Management of material topics	Policies, page 29 Sustainability Note, Materiality analysis Sustainability Note, Responsibility

GRI standard	Page reference/Comment
	and governance of the sustainability work
306-1 Waste generation and significant waste-related impacts	Sustainability Note, Waste
306-2 Management of significant waste-related impacts	Sustainability Note, Waste
306-3 Waste generated	Sustainability Note, Waste
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)	
3-3 Management of material topics	Policies, page 29 Sustainability Note, Materiality analysis
308-1 New suppliers that were screened using environmental criteria	Sustainability Note, supply chain
308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Note, supply chain
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)	
3-3 Management of material topics	Policies, page 29 Employees, pages 33-34 Sustainability Note, Materiality analysis Sustainability Note, Responsibility and governance of the sustainability work
403-1–403-7 Management approach disclosures	Employees, pages 33-34 Sustainability Note, Employee data
403-9 Work-related injuries	Sustainability Note, Employee data
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES (2016)	
3-3 Management of material topics	Policies, page 29 Employees, pages 33-34 Sustainability Note, Materiality analysis Sustainability Note, Responsibility and governance of the sustainability work
405-1 Diversity of governance bodies and employees	Sustainability Note, Employee data

GRI standard	Page reference/Comment
GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)	
3-3 Management of material topics	Policies, page 29 Sustainability Note, Materiality analysis Sustainability Note, Responsibility and governance of the sustainability work
414-1 New suppliers that were screened using social criteria	Sustainability Note, supply chain
414-2 Negative social impacts in the supply chain and actions taken	Sustainability Note, supply chain
GRI 416: CUSTOMER HEALTH AND SAFETY (2016)	
3-3 Management of material topics	Policies, page 29 Sustainability Note, Materiality analysis Sustainability Note, Responsibility and governance of the sustainability work
416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Note, Customer safety
GRI 417: INFORMATION AND LABELLING (2016)	
3-3 Management of material topics	Policies, page 29 Sustainability Note, Materiality analysis Sustainability Note, Responsibility and governance of the sustainability work
417-1 Requirements for product and service information and labelling	Sustainability Note, Labelling of products and services
GRI 418: CUSTOMER PRIVACY (2016)	
3-3 Management of material topics	Policies, page 29 Information security, pages 32. Sustainability Note, Materiality analysis Sustainability Note, Responsibility and governance of the sustainability work
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No significant complaints were received

TCFD (Task Force on Climate Related Financial Disclosures)

TCFD is used by companies to better identify their climate-related financial risks and opportunities.

GOVERNANCE	STRATEGY	RISK MANAGEMENT	METRICS & TARGETS
A. The Board’s oversight of climate-related risks and opportunities. The Board manages climate risks together with other risks, at least once a year. Targets and action plans regarding climate measures are adopted together with other targets.	A. Climate-related risks and opportunities identified by the organization. Risks are presented together with other risks, pages 39-41. Climate risk is handled both by senior management and by the Group’s environmental group.	A. The organization’s processes for identifying climate-related risks. Climate risks are included in the assessment of sustainability risks, which in turn are included in the Group’s overall risks, pages 39-41.	A. The organization’s metrics for assessing climate-related risks and opportunities. Climate metrics are included in the Sustainability Report, Sustainability Note, “Environmental data”.
B. Management’s role in assessing and managing climate-related risks and opportunities. The company’s overall risks are assessed by Group Management, after various groups have produced data. Group Management is responsible for prioritising measures and for allocating resources for risk management. The sustainability manager, who reports to the CEO, has a special responsibility for informing management about risks and issuing guidance in relation to risk assessment. The Group’s steering group for the environment meets four times a year and manages risks, targets, etc.	B. Impact of risks and opportunities on the organization’s businesses, strategy, and financial planning. We have identified a great opportunity for municipalities to reduce their climate impact by using digital supervision instead of physical visits at times when this is appropriate. Life cycle analysis, see Careium’s website, and note 3 of this report. We have also identified the opportunity to increase the service life of the products and measures taken, page 31. Risks, pages 39-41.	B. The organization’s processes for managing climate-related risks. There are very clear risk management processes in place regarding continuous operation of the alarm receiving centres. Different types of interruptions are trained, e.g. power outages which can be a consequence of extreme weather such as storms and floods.	B. Emissions of Scopes 1, 2 and 3 according to the Greenhouse Gas Protocol. Emissions within Scopes 1, 2 and 3 are reported in the Sustainability Note, “Environmental data”.
	C. The resilience of the organization’s strategy taking into consideration different climate-related scenarios. Risk assessment based on the IPCC’s climate scenarios has not yet been carried out at a detailed level, but an overall assessment shows that operations can be conducted even at elevated sea levels and in the event of extreme weather conditions.	C. Integration of the above processes in the organization’s overall risk management. Management of climate risks and targets is fully integrated with other processes. Our ISO 14001-certified environmental management system includes climate work.	C. Targets for managing climate-related risks and opportunities. Targets are reported in the Sustainability Note, “Sustainability targets”.

Taxonomy

As a company included on the First North list, Careium is not subject to the accounting rules under the EU Taxonomy Regulation.

Åpenhetsloven (The Norwegian Transparency Act)

Norwegian legislation requires companies with major operations in Norway to report on work with human rights and decent working conditions. Careium has published the “Corporate Sustainability Due Diligence Statement” on the website, to meet this requirement.

Signatures

The undersigned guarantees that the consolidated and annual accounts have been prepared in accordance with international accounting standards, IFRS, as adopted by the EU, and good accounting practice and provides a true and fair view of the Group's and parent company's position and results, and that the Directors' Report provides a fair overview of the parent company's operations, position and turnover, and describes significant risks and uncertainties that the parent company and the companies included in the Group face.

The annual report was approved on 19 March 2026

Malmö, 25 March 2026

Juha Mört
Chair of the Board

Janne Holmia
Board Member

Kai Tavakka
Board Member

Sara Lindell
Board Member

Nils Normell
Board Member

Peter Heuman
CEO

Our audit report was submitted on 25 March 2026
Öhrlings PricewaterhouseCoopers AB

Johan Rönnbäck
Authorised Public Accountant
Auditor in charge

Ulrika Lundgren
Authorised Public Accountant

Auditor's report

To the general meeting of the shareholders of Careium AB (publ), corporate identity number 559121-5875

REPORT ON THE ANNUAL ACCOUNTS AND CONSOLIDATED ACCOUNTS

Opinions

We have audited the annual accounts and consolidated accounts of Careium AB (publ) for the year 2025. The annual accounts and consolidated accounts of the company are included on pages 37-69 and 84 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of parent company as of 31 December 2025 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2025 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards as adopted by the EU, and the Annual Accounts Act. Our opinions do not cover the corporate governance statement on pages 35-40 and the remuneration report on pages 41-42. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Basis for opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Other information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1-24 and 87-88, the remuneration report on pages 25-26, the sustainability report on pages 27-36 and 70-83. The Board of Directors and the Managing Directors are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and the Managing Directors

The Board of Directors and the Managing Directors are responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting

Standards as adopted by the EU. The Board of Directors and the Managing Directors are also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts, The Board of Directors and the Managing Directors are responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors and the Managing Directors intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and generally accepted auditing standards in Sweden will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual accounts and consolidated accounts.

A further description of our responsibility for the audit of the annual accounts and consolidated accounts is available on Swedish Inspectorate of Auditors' website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

Opinions

In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors and the Managing Directors of Careium AB (publ) for the year 2025 and the proposed appropriations of the company's profit or loss.

We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors and the Managing Directors be discharged from liability for the financial year.

Basis for Opinions

We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group' equity, consolidation requirements, liquidity and position in general.

The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. The Managing Director shall manage the ongoing administration according to the Board of Directors' guidelines and instructions and among other matters take measures that are necessary to fulfill the

company's accounting in accordance with law and handle the management of assets in a reassuring manner.

Auditor's responsibility

Our concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors or the Managing Directors in any material respect:

- has undertaken any action or been guilty of any omission which can give rise to liability to the company, or
- in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association.

Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act.

A further description of our responsibility for the audit of the administration is available on Swedish Inspectorate of Auditors' website: www.revisorsinspektionen.se/revisornsansvar. This description is part of the auditor's report.

Malmö, 25 March 2026

Öhrlings PricewaterhouseCoopers AB

Johan Rönnbäck
Authorised Public Accountant
Auditor in charge

Ulrika Lundgren
Authorised Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.

Definitions

Number of shares at the end of the period

Number of shares on the balance sheet date, excluding treasury shares.

Number of shares at the end of the period after dilution effect

The number of shares at the end of the period adjusted for the dilution effect of warrants is calculated as the difference between the assumed number of shares issued at the exercise price and the assumed number of shares issued at the share price at the end of the period.

Return on average capital employed

Operating profit divided by the quarterly average capital employed, excluding cash and bank balances.

Return on average equity

Profit after financial items and tax, divided by average equity.

Share price at end of period, SEK

The closing price on the balance sheet date.

Market capitalization, SEK m

Share price at the end of the period times the number of shares at the end of the period.

Equity per share

Equity on the balance sheet date divided by the number of shares on the balance sheet date.

Equity per share after dilution

Equity on the balance sheet date divided by the number of shares at the end of the period after dilution effect.

Average number of shares

Number of shares at the end of the month divided by number of months.

Average number of shares after dilution effect

The average number of shares adjusted for the dilution effect of warrants is calculated as the difference between the assumed number of shares issued at the exercise price and the assumed number of shares issued at the average share price for the period.

Capital turnover rate

Net sales for the year divided by the average total assets.

Cash flow

Cash flow from operating activities.

Cash flow per share

Cash flow from operating activities divided by the average number of shares.

Net debt to equity ratio

Interest-bearing liabilities minus cash as a percentage of equity.

Interest coverage ratio

Profit after net financial items plus interest expenses divided by financial expenses.

Operating margin, EBIT

Operating profit (after depreciation) as a percentage of sales for the year.

Operating margin, EBITDA

Operating profit before depreciation as a percentage of sales for the year.

Equity/assets ratio

Equity as a percentage of balance sheet total.

Reported equity per share

Equity divided by the number of shares at year-end.

Capital employed

Total assets reduced by non-interest-bearing liabilities and cash and bank balances.



Careium AB

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Sweden