

Corporate Governance Report

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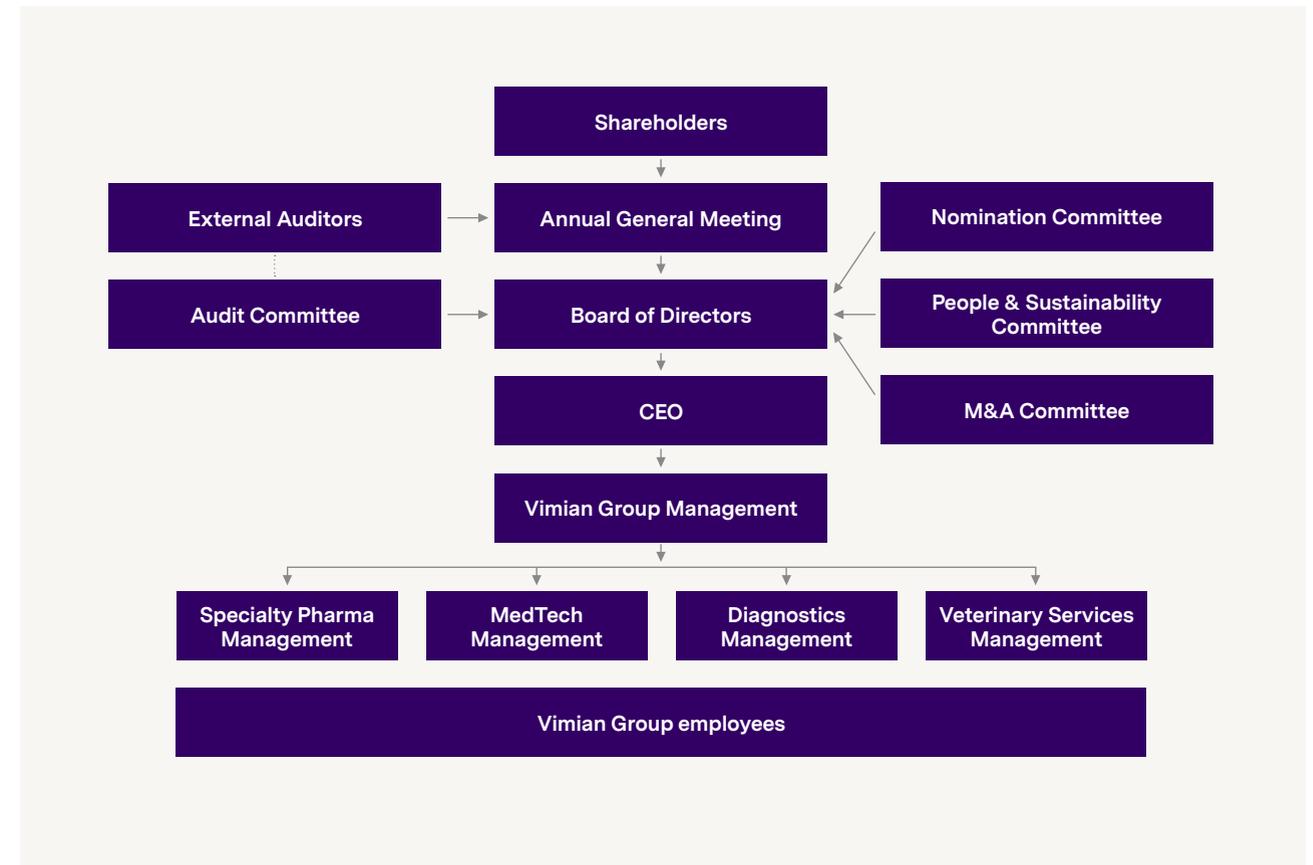
Corporate Governance

Vimian is a Swedish public limited liability company. Corporate governance in the company is based on Swedish law, internal rules and instructions and the Nasdaq Main Market – Rulebook for Issuers of Shares. Apart from legislation, rules and recommendations, the Articles of Association, adopted at the extraordinary general meeting on 11 June 2025, form the basis for the governance of the company together with the Swedish Code for Corporate Governance. The code is available at www.bolagsstyrning.se. Vimian has no code deviations to report for 2025. Vimian has not violated any of Nasdaq Stockholm’s Rules for Issuers or good practice in the stock market.

Vimian relies on solid corporate governance and management systems with a framework for rules, responsibilities, processes and routines for monitoring performance, internal control and risk management. The primary objective is to effectively protect shareholders and other stakeholders, set a good platform for our employees and create prerequisites for a responsible expansion of our operations. Vimian relies on its subsidiaries and partners around the world to help support its end-users in a way that secures its reputation.

System for internal control and management of internal control comprises the control of the company’s and the Group’s organisation, procedures, and support measures. The objective is to ensure that reliable and accurate financial reporting takes place, that the company’s and the Group’s financial reporting is prepared in accordance with law and applicable accounting standards, that the company’s assets are protected and that other requirements are fulfilled. The system for internal control is also intended to monitor compliance with the company’s and the Group’s policies, principles and instructions.

Internal control also comprises risk analysis and follow-up of incorporating information and business systems. The Audit Committee has a supervisory role over the company’s financial reporting, risk management, governance and control. The Audit Committee meets regularly with the company’s auditors to check that the company’s internal and external reporting and related matters meet the requirements for listed companies, and to follow up on any audit findings. The Group identifies, assesses, and manages risks based on the Group’s vision and goals. Risk assessment of strategic, compliance, operational



and financial risks shall be performed annually by the CFO and presented to the audit committee and the Board of Directors.

The Board of Directors and the Board's audit committee are responsible for internal control. Processes managing the business and delivering value shall be defined within the business management system. The CEO is responsible for the process structure within the Group.

A self-assessment of minimum requirements of defined controls mitigating identified risks for each business process shall annually be performed and reported to the audit committee and the Board of Directors. The CFO is responsible for the self-assessment process, which is facilitated by the internal control function. In addition, the internal control function performs reviews of the risk and internal control system according to a plan agreed with the Board of Directors and group management.

Vimian has organised its operations based on decentralised profitability and earnings responsibility. The primary forum for financial follow up are monthly business reviews with each of the segments within the Group. Each segment is measured against individual and Group wide KPIs. Financial and operational targets are continuously measured and monitored and revised as appropriate.

Each month, the Board and management follow up and evaluate the organisation's performance, earnings and financial position using a reporting package that includes comments on the results and KPIs. The CEO and CFO also report on these matters at each board meeting.

Based on the risk assessment and format of

the control activities described above, which includes internal control reporting and its follow-up, the Board has decided not to establish a separate internal audit function.

Articles of Association

Vimian's articles of association were adopted by the extraordinary general meeting on 11 June 2025. The articles of association contain among other things, provisions on the object of the company, classes of shares, the board of directors and auditors. The articles of association do not contain

1. provisions on the appointment and dismissal of board members,
2. provisions on amendments to the articles of association, or
3. restrictions on the right to transfer ordinary shares.

Shareholders' voting rights

Each ordinary share in the company entitles the holder to one vote at general meetings and one class C share, class D share, class E1 2025 share, class E2 2025 share and class E3 2025 share each entitles the holder to one tenth of a vote at general meetings. Each shareholder is entitled to cast votes equal in number to the number of shares held by the shareholder in the company.

Collecting powers of attorney and vote by post

The Board of Directors may collect powers of attorney in accordance with the procedure described in Chapter 7, section 4, second paragraph of the Swedish Companies Act (2005:551)

(Sw. aktiebolagslagen). The Board of Directors has the right before a general meeting to decide that the shareholders shall be able to exercise their right to vote by post before the general meeting.

General Meetings

According to the Swedish Companies Act, the general meeting is the company's ultimate decision-making body. At the general meeting, the shareholders exercise their voting rights in key issues, such as the adoption of income statements and balance sheets, appropriation of the company's results, discharge from liability of members of the Board of Directors and the CEO, election of members of the Board of Directors and auditors and remuneration to the Board of Directors and the auditors.

The annual general meeting must be held within six months from the end of the financial year. In addition to the annual general meeting, extraordinary general meetings may be convened. According to the articles of association, general meetings are convened by publication of the convening notice in the Swedish National Gazette (Sw. Post- och Inrikes Tidningar) and on the company's website. At the time of the notice convening the meeting, information regarding the notice shall be published in Dagens Industri.

Right to participate in general meetings

Shareholders who wish to participate in a general meeting must be included in the shareholders' register maintained by Euroclear Sweden on the day falling six banking days prior to the meeting and notify the company of their participation no later than on the date stipulated in the notice con-

vening the meeting. Shareholders may attend general meetings in person or by proxy and may be accompanied by a maximum of two assistants. Typically, it is possible for a shareholder to register for the general meeting in several different ways as indicated in the notice of the meeting. A shareholder may vote for all company shares owned or represented by the shareholder.

Shareholder initiatives

Shareholders who wish to have a matter brought before the general meeting must submit a written request to the Board of Directors. Such requests must normally be received by the Board of Directors no later than ten weeks prior to the general meeting.

Authorisations

At the annual general meeting on 29 April 2025, it was resolved to authorise the Board of Directors to, up and until the next annual general meeting, on one or several occasions and with or without pre-emptive rights for shareholders, to resolve on the issue of new shares, comprising a total of not more than 20 per cent of the total number of outstanding shares in the company after the utilisation of the authorisation. It was also resolved that it shall be possible to make such an issue resolution stipulating in-kind payment, the right to offset debt, pay in cash or other conditions.

The purpose of the authorisation is to provide flexibility for acquisitions of companies, businesses, or parts thereof. Any issue of new shares resolved upon pursuant to this authorisation shall be made at market terms and conditions.

At the annual general meeting on 29 April 2025,

Composition of the Board

Name	Function	Committee Assignment	Year elected	Independent in relation to the company and management/ owners	Board Meeting attendance	Audit committee	People & sustainability	M&A:	Fee (EUR)
Magnus Welander	Chairman	People & sustainability and M&A	2024	●	26/26		3/3	17/18	87.5k
Theodor Bonnier	Board member	Audit & M&A	2021		24/26	6/7		17/18	–
Gabriel Fitzgerald	Board member	None	2021		26/26		1/3		–
Pia Marions	Board member	Audit	2025	●	18/26	4/7			53k
Petra Rumpf	Board member	People & sustainability	2022	●	26/26		2/3		51k

it was resolved to authorise the Board of Directors to, for the period up the next annual general meeting, to resolve upon acquisition and transfer of shares in the company in accordance with the following:

1. Acquisition of shares in the company shall take place on Nasdaq Stockholm.
2. Acquisitions may only be made by a maximum of so many shares that, at any given time, the company's own holdings do not exceed ten (10) percent of all shares in the company.
3. Acquisition of shares on Nasdaq Stockholm may only take place at a price within the price interval at any time recorded on Nasdaq Stockholm, which shall refer to the interval between the highest buying price and the lowest selling price.

The purpose of the authorisation is to enable (i) adapting the capital structure of the company to its capital needs from time to time, (ii) flexibility in transactions by means of paying with shares, and (iii) flexibility in incentive programs; and thereby contribute to an increased shareholder value.

2025 Annual General Meeting

The annual general meeting was held on 29 April 2025. During the meeting, Theodor Bonnier, Gabriel Fitzgerald, Petra Rumpf and Magnus Welander were re-elected as board members and Pia Marions was elected as new board member. Robert Belkic and Frida Westerberg resigned as board members. Magnus Welander was re-elected chairman of the Board of Directors. Grant Thornton was re-appointed as the company's auditor.

The annual general meeting also resolved, among other things, on the following: 1. Adoption of a new long-term incentive program LTI 2025. 2. Authorization of the board of directors to decide on the issue of new shares. 3. Authorization of the board of directors to decide on the acquisition and transfer of the company's own shares. 4. That no dividend shall be paid for 2025.

Extraordinary General Meeting

On 11 June 2025, the company held an extraordinary general meeting to resolve on a long-term performance-based share programme for the employees, adoption of updated articles of association, as well as adoption of new remuneration guidelines.

2026 Annual General Meeting

The 2026 annual general meeting is to be held at 14.30 (CET) on 29 April 2026 at Advokatfirman Vinge's premises on Smålandsgatan 20, SE-111 46 Stockholm, Sweden.

Board of Directors

The Board of Directors is the second-highest decision-making body of the company after the general meeting. According to the Swedish Companies Act, the Board of Directors is responsible for the organisation of the company and the management of the company's affairs, which means that the Board of Directors is responsible for, among other things, setting targets and strategies, securing routines and systems for evaluation of set targets, continuously assessing the financial condition and profits as well as evaluating the operating management. The Board of Directors is also responsible for ensuring that annual reports and interim reports are prepared in a timely manner. The Board of Directors appoints the CEO. Members of the Board of Directors are normally appointed by the annual general meeting for the period until the end of next annual general meeting. According to the company's articles of association, the members of the

Board of Directors elected by the general meeting shall be not less than three and not more than ten members with no deputy members. The Board of Directors applies written rules of procedure, which are revised annually and adopted by the inaugural Board meeting every year.

The Board of Directors meets according to an annual predetermined schedule. In addition to these meetings, additional Board meetings can be convened to handle issues which cannot be postponed until the next ordinary Board meeting. In addition to the Board meetings, the chairman of the Board of Directors and the CEO continuously discusses the management of the company.

Composition of the Board

Vimian's Board of Directors consists of five ordinary members, including the Chairman of the Board, with no deputy Board members, all of whom are elected for the period up until the end of the annual general meeting 2026. The Board elected at the 2025 annual general meeting consists of Magnus Welander (Chairman), Theodor Bonnier, Gabriel Fitzgerald, Pia Marions and Petra Rumpf. The Board members are presented on p. 25.

Magnus Welander, Pia Marions and Petra Rumpf are independent from the company, its senior management and its major shareholder.

Remuneration to the Board of Directors

At the annual general meeting on 29 April 2025, it was resolved that the fee to the Board of Directors shall be as follows: EUR 75,000 to the chairman of the Board of Directors and EUR 40,000 to each of the other members elected by the general meeting, as well as additional EUR 6,000 to the board member residing in Europe but outside the Nordics. For committee-work, the fee to the chairman of the audit committee shall be EUR 13,000 and EUR 7,500 to the other member of the audit committee, EUR 7,500 to each of the chairmen of the people & sustainability and M&A committees and EUR 5,000 to each of the other members of the committees. However, the Board members Gabriel Fitzgerald and Theodor Bonnier announced that they will refrain from fees.

The work of the Board during 2025

The Board held 26 meetings in 2025. The yearly cycle of the Board consists of four longer Board meetings covering strategy, business plan, budget and specific areas of strategic importance, in addition to standing agenda items such as CEO/CFO update, IR and ESG, follow up on operational performance in the Group’s four segments, policy approval and reporting from Board committees. In addition to this, the Board meets to approve the quarterly financial reports and annual report, notice to annual general meeting as well as ad-hoc in relation to larger M&A processes and other significant matters.

Evaluating the Board of Directors

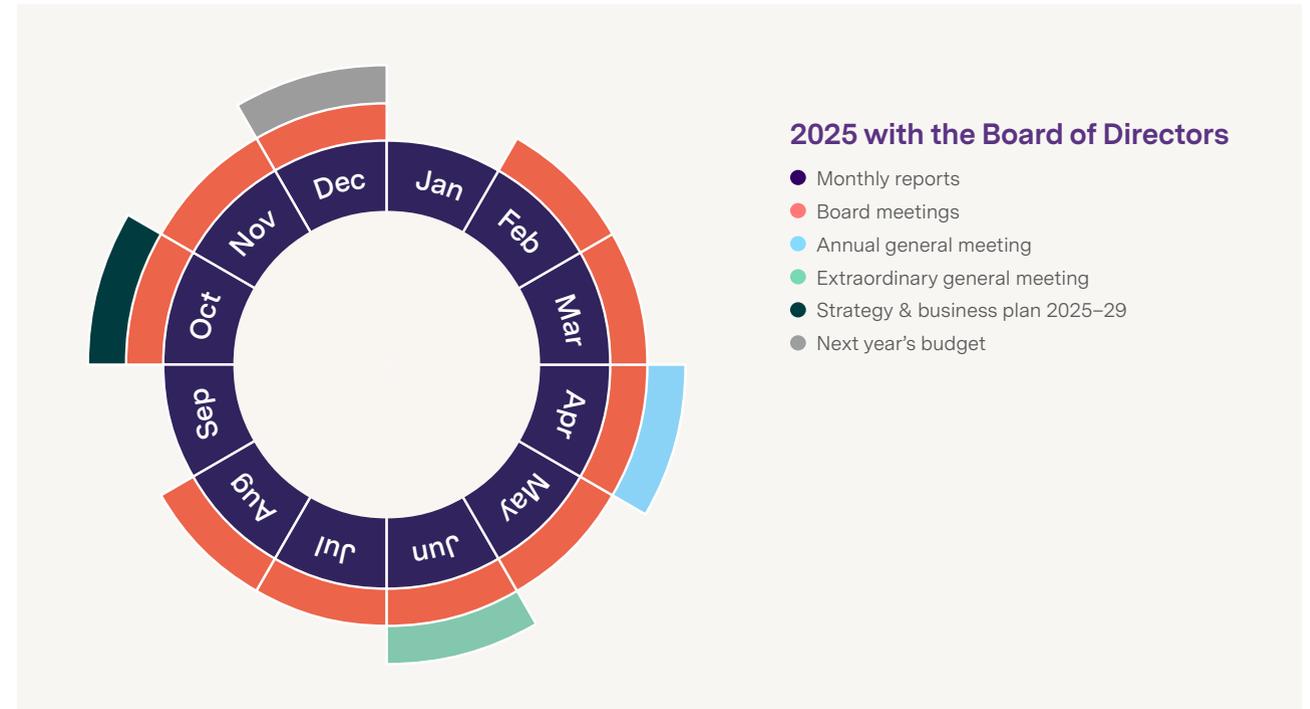
The nomination committee is responsible for the evaluation of the Board. During 2025 this was done through interviews with the Board members, the interim-CEO Carl-Johan Zetterberg Boudrie and the auditor Carl-Johan Regell, as well as a survey completed by each of the Board members and the interim-CEO Carl-Johan Zetterberg Boudrie. The outcomes of the interviews and the survey were presented to and discussed by the nomination committee as well as the Board.

Evaluating the CEO

Patrik Eriksson stepped down from his role as CEO on 17 July 2025 and Carl-Johan Zetterberg Boudrie was appointed interim-CEO on 17 July 2025. Alireza Tajbakhsh was appointed CEO on 24 November 2025. Due to these changes, there was not a formal evaluation of the CEO in 2025.

Audit committee

Vimian has an audit committee consisting of two members: Pia Marions (chairman) and Theodor Bonnier. The audit committee shall, without it affecting the responsibilities and tasks of the Board of Directors, monitor the company’s financial reporting, monitor the efficiency of the company’s internal controls and risk management, keep informed of the auditing of the annual report and the consolidated accounts, review and monitor the impartiality and independence of the auditors and pay close attention to whether the auditors are providing other services besides audit services for the company and assist in the preparation of proposals for the general meeting’s decision on election of auditors. In 2025, the audit committee held seven meetings.



People & sustainability committee

Vimian has a people & sustainability committee consisting of two members: Magnus Welander (chairman) and Petra Rumpf. The people & sustainability committee shall prepare matters concerning remuneration principles, remuneration and other employment terms for the CEO and the executive management. The committee shall also prepare matters relating to the company’s sustainability (ESG) agenda. In 2025, the people & sustainability committee held two meetings. Prior to the 2025 annual general meeting, the company had a remuneration committee. The remuneration committee held one meeting in 2025. The remuneration

committee was replaced by the people & sustainability committee after the 2025 annual general meeting.

M&A committee

The M&A committee consists of two members: Theodor Bonnier (chairman) and Magnus Welander. The committee shall, without it affecting the responsibilities of the Board of Directors, act on behalf of the Board in discussions related to M&A evaluation, processes and projects and assist management in the preparation of proposals for larger deals. In 2025, the M&A committee held 18 meetings.

Nomination committee

At the annual general meeting held on 24 May 2021, it was resolved to adopt the following principles for the nomination committee (as updated by a resolution by the annual general meeting held on 29 April 2025): The company shall have a nomination committee consisting of a member appointed by each of the three shareholders representing the shareholders with the largest number of votes or ownership, together with the chairman of the Board. The nomination committee shall be constituted based on shareholder statistics from Euroclear Sweden AB as of 31 August each year and other reliable ownership information available by the company at such time and the Board's chairman who will also convene the first meeting of the year of the nomination committee.

The member of the Board of Directors representing the largest shareholder shall be appointed chairman of the nomination committee, unless the nomination committee unanimously appoints another member of the nomination committee as chairman. In the event that, before the date falling three months prior to the annual general meeting, one or more of the shareholders having appointed representatives of the nomination committee have ceased being among the three largest shareholders, representatives appointed by these shareholders shall resign and the shareholders who then make up the three largest shareholders may appoint their representatives in accordance with these instructions. Should a member resign from the nomination committee before its work has been completed and the nomination committee considers it necessary to replace such member, such substitute member is to represent the same shareholder, or, if the shareholder is no

longer one of the largest shareholders, the largest shareholder in turn. Shareholders who have appointed a representative to be a member of the nomination committee shall have the right to dismiss such member and appoint a new representative of the nomination committee. Changes to the composition of the nomination committee must be publicly announced immediately.

In 2025, the nomination committee held four meetings. The nomination committee for the 2026 annual general meeting has consisted of the following members: Magnus Welander (Chairman of the Board), Håkan Håkansson (Fidelio Capital which represented 57,61 per cent of the votes in Vimian as of 31 August 2025), Caroline Sjösten (Swedbank Robur Fonder – 2,89 per cent of the votes in Vimian per 31 August 2025) and Suzanne Sandler (Handelsbanken Fonder – 4,53 per cent of the votes in Vimian per 31 August 2025). In accordance with section 4.1 of the Swedish Code of Corporate Governance, the nomination committee applies the diversity policy when assessing the composition of the board, with the goal of creating a group that reflects a broad variety of skills, experience and background.

Largest shareholders

As per 31 December, 2025, Fidelio Capital held 58.4 per cent of capital and 58.8 per cent of votes. The ten largest owners represented 80.0 per cent of capital and 80.4 per cent of votes. After Fidelio Capital were the largest shareholders Handelsbanken Fonder, 4.2 per cent of capital and 4.3 per cent of votes, Capital Group, 3.9 per cent of capital and 4.0 per cent of votes and Swedbank Robur Fonder, 2.0 per cent of capital and 2.0 per cent of votes.

Auditors

The auditor shall review the company's annual reports and accounting, as well as the management of the Board of Directors and the CEO. Following each financial year, the auditor shall submit an audit report and a consolidated audit report to the annual general meeting. Pursuant to the company's articles of association, the company shall have not less than one and not more than two auditors and not more than two deputy auditors. Grant Thornton Sweden AB has been the company's auditor since January 2021 and was, at the annual general meeting on 29 April 2025 re-elected until the end of the annual general meeting 2026. During 2025 the auditor has met with the audit committee four times and twice with the entire Board. The total audit fee amounted to EUR 977k. Camilla Nilsson (born 1973) is the auditor in charge. Camilla Nilsson is an authorised public accountant and a member of FAR (professional institute for authorised public accountants). Grant Thornton Sweden AB's office address is Kungsgatan 57, Box 7623, SE-103 94 Stockholm, Sweden.

Board of Directors



Magnus Welander

Born 1966. Chairman of the board since 2024.

Education: MSc Industrial Engineering & Management from The Institute of Technology at Linköping University, Sweden.

Other current assignments: Chairman of the Board in Embellence Group AB, Mips AB and Eleiko Group AB. Board member at HESTRA-Handsken AB and YETI Holdings Inc.

Principal work experience: CEO of Thule Group, CEO of Envirotainer and various management positions within Tetra Pak.

ESG Competencies: E: Emissions reduction, Life cycle management. S: Leadership, Community engagement. G: Corporate governance.

Shareholding in the company: 109,630 ordinary shares. Subscribed for 100,000 call options in Vimian at market price from Fidelio Vet Holding AB in June 2024.

Independent of: The company and executive management: Yes
Major shareholders: Yes



Petra Rumpf

Born 1967. Board member since 2022.

Education: Bachelor's degree in Economics from Trier University and MBA from Clark University, USA.

Other current assignments: Chairman of the Board at Straumann Group, member of the Board at SHL-Medical and chair of the Audit Committee, member of the Board and chair of the Digital Advisory Board at VZUG, Zug, Switzerland.

Principal work experience: Member of the Executive Management Board Straumann Group; Executive Committee member, Nobel Biocare; VP Strategy & Transformation, Capgemini Consulting.

ESG Competencies: E: Emissions reduction, energy transition. S: Diversity & Inclusion. G: Corporate governance, Risk management

Shareholding in the company: 51,428 ordinary shares.

Independent of: The company and executive management: Yes
Major shareholders: Yes



Pia Marions

Born 1963. Board member since 2025.

Education: MSc in Business and Economics, Stockholm University, Sweden.

Other current assignments: Chairman of the Board of Directors in Skandiabanken Aktieföretag and Impilo Healthcare AB. Board member in Duni AB, Vitrolife AB, DNB Carnegie Holding/Investment Bank and Unilabs Group Holding APS.

Principal work experience: CFO of Skandia Group, Folksam and Carnegie Group. Leading positions in RBS (Royal Bank of Scotland), Skandia Liv, Länsförsäkringar Liv, and the Swedish Financial Supervisory Authority and has experience as an authorised public accountant.

ESG Competencies: E: Climate risks. S: Leadership. G: Corporate governance, Risk management, Internal control.

Shareholding in the company: 13,000 ordinary shares.

Independent of: The company and executive management: Yes
Major shareholders: Yes



Gabriel Fitzgerald

Born 1977. Board member since 2021.

Education: MSc in Finance from the Stockholm School of Economics and University Medical studies at Linköping University, Sweden.

Other current assignments: Managing Partner at Fidelio Capital AB, Fidelio Capital II AB and Fidelio Capital I AB.

Principal work experience: Managing Partner at Fidelio Capital, Investment Manager at Nordic Capital and Associate at Carnegie Investment Bank.

ESG Competencies: S: Leadership. G: Corporate governance.

Shareholding in the company: Gabriel is an ultimate beneficial owner of Fidelio Vet Holding, the Principal Owner of the Company.

Independent of: The company and executive management: Yes
Major shareholders: No



Theodor Bonnier

Born 1989. Board member since 2021.

Education: BSc in Finance and Marketing from the Stockholm School of Economics, Sweden.

Other current assignments: Board member and deputy board member in several companies within the Fidelio group and CEO in Fidelio Capital I AB and Fidelio Capital II AB.

Principal work experience: Head of Value Creation at Fidelio Capital.

ESG Competencies: G: Corporate governance, Risk management.

Shareholding in the company: 0 ordinary shares.

Independent of: The company and executive management: Yes
Major shareholders: No

Management 1/2

Alireza Tajbakhsh

Born 1983. CEO and interim Head of MedTech since 2025.

Education: MSc in Economics and Business Administration from the Stockholm School of Economics.

Other current assignments: Chairman of the board and board member of a number of subsidiaries within the Group. Board member of Famano AB, Precis Holding AB (Precis Digital), Seenthis AB, Proxer Midco AB and Stiftelsen Vin & Sprithistoriska museet.

Principal work experience: Group CEO of Omnicom Media Group Sweden, COO MTGx and Head of Digital MTG. Chairman of the Board OMD Sweden, PHD Sweden, Hearts & Science Sweden and Drum Sweden. Member of Board Splay Networks and Godsmak.se.

Shareholding in the company: 426,449 ordinary shares. Subscribed for a total of 10,000 warrants in the Company under LTI 2023. Allotted 135,000 employee stock options under LTI 2024. Subscribed for a total of 346,069 investment shares under LTI 2025.



Carl-Johan Zetterberg Boudrie

Born 1978. Deputy CEO and CFO since 2022, interim Head of Specialty Pharma since 2026.

Education: MSc in electrical engineering from the Royal Institute of Technology and MSc in economics from Stockholm University.

Other current assignments: Owner of Calan Consulting AB. Board member of Telenostic Limited. Chairman of the board and board member of a number of subsidiaries within the Group.

Principal work experience: CEO at Careium AB, CEO and CFO at DORO AB, CFO at Lekolar, Vice President Business Development at Beijer Electronics, and consultant at Capgemini Invent.

Shareholding in the company: 8,005 ordinary shares. Allotted 160,000 employee stock options under LTI 2024. Subscribed for a total of 99,336 investment shares under LTI 2025.



Magnus Kjellberg

Born 1973. Head of Specialty Pharma since 2017 (departing in spring 2026).

Education: MSc in Business and Economics from the Stockholm School of Economics.

Other current assignments: Chairman of the board and board member in a number of subsidiaries within the Group.

Principal work experience: VP Corporate Strategy and M&A at Meda.

Shareholding in the company: 2,601,047 ordinary shares. Allotted 150,000 employee stock options under LTI 2024.

Magnus's dog Bamse is a maltese.



Michael Thunell

Born 1985. Head of Veterinary Services since 2025.

Education: MSc in Accounting and Financial Management from the Stockholm School of Economics.

Other current assignments: Board member in a number of subsidiaries within the Group. Board member of norbloc, Northern Heights AB, Michael Thunell AB.

Principal work experience: Group Retail Manager AniCura, Business Area Manager ApoEx and consultant McKinsey & Company.

Shareholding in the company: 539,156 ordinary shares. Subscribed for a total of 25,000 warrants in the Company under LTI 2023. Subscribed for a total of 103,320 investment shares under LTI 2025.



Management 2/2

Stefano Santarelli

Born 1981. Head of Diagnostics since 2021.

Education: MSc in Economics and Business Administration (Honours) at the LUISS Guido Carli University in Rome.

Other current assignments: Board member of Telenostic Limited, Board member of a number of subsidiaries within the Group.

Principal work experience: Ontario Teachers' Pension Plan (OTPP), Bain & Company, TIM Telecom Italia, P&G.

Shareholding in the company: 4,500 ordinary shares. Subscribed for a total of 81,905 warrants and 4,095 employee stock options under LTI 2023. Allotted 100,000 employee stock options under LTI 2024.

Martin Bengtson

Born 1981. Head of M&A since 2021.

Education: MSc in Finance from the Stockholm School of Economics.

Other current assignments: Board member of HRR Holding and Danzinger Gatt Invest. Board member of a number of subsidiaries within the Group.

Principal work experience: Head of M&A at Doktor.se, Group M&A Manager at AniCura and Investment Manager at Nordic Capital.

Shareholding in the company: 282,802 ordinary shares. Allotted 60,000 employee stock options under LTI 2024.

Maria Dahllöf Tullberg

Born 1981. Head of IR, Communications & Sustainability since 2021.

Education: MSc in Accounting and Financial Management from the Stockholm School of Economics.

Principal work experience: Group Communications Director at AniCura, Head of Marketing & Communications at Moderna Försäkringar and Consultant at JKL Group.

Shareholding in the company: 8,342 ordinary shares. Subscribed for a total of 80,000 warrants under LTI 2023. Allotted 143,612 employee stock options under LTI 2024. Subscribed for a total of 129,150 investment shares under LTI 2025.

Maria's dog Saga is a cocker spaniel.

Carl-Johan Ehn

Born 1974. General Counsel since 2022.

Education: Master of laws - LL.M and Bachelor of Business Administration - Finance from Lund University.

Other current assignments: Board member of Elding Oscarson Arkitekter, Tapster and Telenostic Limited. Board member of a number of subsidiaries within the Group.

Principal work experience: Vice President and Chief Counsel International Operations at Zoetis. Assistant General Counsel at Pfizer (Advokat) at Mannheimer Swartling Law Firm.

Shareholding in the company: 29,660 ordinary shares. Subscribed for a total of 50,000 warrants in the Company under LTI 2023. Allotted 70,000 employee stock options under LTI 2024. Subscribed for a total of 129,150 investment shares under LTI 2025.

Carl-Johan's dog Nova is a mixed breed poodle and bichon frisé.

Bart Bremer

Born 1985. Chief People Officer since 2023.

Education: Master of Science Economic Geography from University of Groningen. Bachelor of Business Administration Management, Economics & Law from Hanze University of Applied Sciences, Groningen.

Principal work experience: Deputy CEO at Edward Lynx management consulting.

Shareholding in the company: Allotted 70,000 employee stock options under LTI 2024. Subscribed for a total of 115,894 investment shares under LTI 2025.



Auditor's report on the corporate governance statement

To the general meeting of the shareholders in Vimian Group AB (publ), corporate identity number 559234-8923.

Engagement and responsibility

It is the board of directors who is responsible for the corporate governance statement for the year 2025 on p. 20–27 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevU 16 The auditor's examination of the corporate governance statement. This means that our examination of the corporate governance statement is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the

examination has provided us with sufficient basis for our opinions.

Opinions

A corporate governance statement has been prepared. Disclosures in accordance with chapter 6 section 6 the second paragraph points 2–6 the Annual Accounts Act and chapter 7 section 31 the second paragraph the same law are consistent with the annual accounts and the consolidated accounts and are in accordance with the Annual Accounts Act.

Stockholm March 19, 2026

Grant Thornton Sweden AB

Camilla Nilsson

Authorized Public Accountant