

# Corporate governance report

## Overview

AlzeCure Pharma AB (AlzeCure®) is a Swedish public limited liability company governed by Swedish law, primarily the Swedish Companies Act (2005:551), the Swedish Annual Accounts Act (1995:1554) and internal rules and regulations. Because the company's shares are traded on Nasdaq First North Premier Growth Market, the company also complies with Nasdaq First North's regulatory framework, the Swedish Corporate Governance Code (the Code) and pronouncements by the Swedish Securities Council concerning best practices on the Swedish stock market.

As a rule, the Code is not applicable to companies whose shares are admitted to trading on a so-called multilateral trading facility (such as Nasdaq First North Growth Market); however, since July 1, 2018 the Code applies to companies whose shares are admitted to trading in the Premier segment at Nasdaq First North Growth Market. While the Code specifies a higher standard of good corporate governance than the minimum requirements of the Swedish Companies Act, companies are not obliged to comply with all of the rules in the Code as it provides leeway to deviate from the rules on the condition that all such deviations and the chosen alternative solutions are described and that the reason for the deviations are explained in the corporate governance report under the so-called comply-or-explain principle.

## Shareholders

AlzeCure's share is listed on Nasdaq First North Premier Growth Market. Share capital as of December 31, 2023 amounted to SEK 1,552,000 distributed over 62,087,012 shares, each with a quota value of SEK 0.025. BWG Invest Sàrl was the largest individual shareholder as of December 31, 2023 and represented 14 percent of the shares. They were also the only shareholder who, as of the closing date, had a shareholding in the company that represented at least one tenth of votes for all shares in the company.

All shares are ordinary shares and have equal rights to the company's profit, and each share entitles the holder to one vote at the AGM. At the AGM, each shareholder is entitled to vote the full number of shares, owned or represented, without limitation to the number of votes.

## Annual General Meeting (AGM)

Shareholders exercise their voting rights at the AGM. The general meeting is AlzeCure's highest decision-making body. The AGM is held annually within six months of the end of each financial year.

Shareholders exercise their right to decide on the company's affairs at the AGM. Shareholders exercise their voting rights on key issues such as the approval of income statements and balance sheets, the appropriation of the company's profit or loss, the discharge from liability of Board members and the CEO, the election of Board members and auditors, and compensation to the Board and auditors.

Extraordinary shareholders' meetings may be convened in addition to the AGM. In accordance with AlzeCure's articles of incorporation, notice convening the AGM is announced through the Official Swedish Gazette (Post- och Inrikes Tidningar) and by making the notice available on the company's website. At the same time, an advertisement informing that notice has been given must be placed in the Swedish business daily, Dagens Industri. According to the company's articles of incorporation, the AGM must be held in Stockholm, Sweden.

## Right to attend the AGM

Shareholders who are registered directly in the shares ledger kept by Euroclear Sweden AB six working days before the AGM and who have notified the company of their intention to participate in the AGM not later than the date specified in the notice to attend the AGM, have the right to participate in the AGM and to vote the number of shares they hold. Shareholders whose shares are registered in the name of a nominee or trustee must register their shares with Euroclear in their own name for the right to participate in the AGM. Such registration may be temporary. Shareholders may participate in the AGM in person or by proxy, but by no more than two persons. Shareholders are usually able to register for the AGM in a number of different ways, described in more detail in the notice to attend.

## Initiatives from shareholders

Shareholders who wish to have a matter addressed at the AGM are required to submit a request in writing to the Board. Usually, the request must be received by the Board no later than seven weeks before the AGM.

## 2023 Annual General Meeting

AlzeCure's Annual General Meeting was held on May 17, 2023. In addition to the customary agenda items, the AGM resolved the following:

- to reelect Thomas Pollare, Ragnar Linder, Ellen Donnelly and Eva Lilienberg as Board members and to elect Janet Hoogstraate as a new Board member, to serve until the end of the next AGM;
- to reelect Thomas Pollare as Chairman of the Board until the end of the next AGM;
- to reelect registered auditors Grant Thornton Sweden AB as the company auditor;
- that a fee be paid in the amount of SEK 250,000 to the Chairman of the Board and SEK 125,000 to each of the other Board members who are not employees of the company;
- that the auditors fee be paid against approved invoice;
- to approve the Board's remuneration report in accordance with Chapter 8. Section 53 a of the Swedish Companies Act;
- to resolve on the issue of warrants, program 2023/2026, to the Chief Executive Officer, and
- to authorize the Board to resolve on the new issue of shares, warrants and/or convertibles on one or more occasions before the next AGM, with or without deviation from shareholders' preferential rights, that involves the issue, subscription to or conversion to a number of shares corresponding to a maximum dilution of 20 percent of the total number of shares in the company at the time of the resolution. The new issues can be carried out with or without a provision regarding contribution in kind, set-off or other provisions referred to in Chapter 13, Section 5,

first paragraph 6, Chapter 14, Section 5, first paragraph 6 and Chapter 15, Section 5, first paragraph 4 of the Swedish Companies Act. The purpose of the authorization is to increase the company's financial flexibility and the Board of Directors' scope of action.

## 2024 Annual General Meeting

The Annual General Meeting will be held on Tuesday, May 14, in Stockholm. Notice convening the AGM will be announced through the Official Swedish Gazette (Post- och Inrikes Tidningar) and by making the notice available on the company's website. At the same time, an advertisement informing that notice has been given will be placed in the Swedish business daily, Dagens Industri.

Shareholders who are registered in the share register maintained by Euroclear Sweden AB on May 3, 2023, and register in accordance with the instructions in the notice of the Annual General Meeting, are entitled to participate in the meeting. Shareholders who wish to have an issue addressed at the AGM must submit a written request to the Board well in advance of the AGM. The Board may be contacted by letter at: Board of Directors, AlzeCure Pharma AB, Hälsovägen 7, 141 57 Huddinge, or by e-mail to: info@alzecurepharma.com

## Nomination Committee

The 2019 AGM resolved to establish a nomination committee tasked with preparing resolutions prior to AGMs on matters concerning elections and fees and, where appropriate, procedural matters for the next nomination committee, and to establish instructions for said committee's work. The nomination committee must comprise the three largest shareholders as of September 30 in terms of votes, and who wish to participate in the nomination committee's work. The task of the nomination committee is to ensure that the members of AlzeCure's Board of Directors collectively have the relevant knowledge and experience to contribute to the company's satisfactory development over time.

## Instructions concerning the work and composition of the nomination committee

The Chairman of the Board must contact the company's three largest shareholders in terms of votes according to a transcript of Euroclear Sweden AB's shares ledger on September 30, and allow each to appoint a representative who, together with the Chairman of the Board, will constitute the nomination committee. Should any of them not exercise the right to appoint a member, the right to appoint such a member will be transferred to the next biggest shareholder in terms of votes who does not already have the right to appoint a member to the nomination committee. This procedure must continue until the nomination committee comprises three members excluding the Chairman of the Board. Unless otherwise agreed, the member representing the biggest shareholder in terms of votes must be appointed chairman of the nomination committee. The Chairman of the Board may not be chairman of the nomination committee.

The Chairman of the Board must convene the nomination committee's first meeting and also, as part of the nomination committee's work, present to it the conditions regarding the work of the Board and the requirement for special skills etc. that may be of importance for the nomination committee's work.

The names of nomination committee members must be published as soon as the nomination committee is appointed, but no later than six months before the next AGM. The nomination committee's term of office runs from the date when its composition is made public until such time as a new nomination committee is appointed.

If any change in the company's ownership structure takes place after September 30 but before the nomination committee's complete motions have been made public, and if a shareholder, who following this change has become one of the company's three biggest shareholders in terms of votes, expresses a wish to the nominating committee chairman to become a member of said committee, the shareholder has the right to appoint an additional member to the nomination committee. Furthermore, the nomination committee may resolve that a member, who in terms of votes has become significantly smaller than the third biggest company shareholder in terms of votes, must resign from the nomination committee if this is deemed appropriate.

If a member of the nomination committee resigns during the term of office or if said member is prevented from fulfilling the assignment, the nomination committee must urge the shareholder who appointed the member to appoint a new member within a reasonable time. Should any shareholder not exercise the right to appoint a new member, the right to appoint such a member will be transferred to the next biggest shareholder in terms of votes who has not already appointed, or who has declined the right to appoint, a member to the nomination committee. Changes to the composition of the nomination committee must be made public as soon as they take place.

The nomination committee must put forth proposals on the matters listed below for presentation to the AGM for resolution:

- proposal for Chairman of the meeting,
- proposal for Board of Directors,
- proposal for Chairman of the Board,
- proposal for board fees and their distribution between the Chairman and other members of the Board,
- proposals for fees to members of the remuneration and audit committees (where applicable),
- proposal for auditors,
- proposal for fees to auditors and to the extent considered necessary, proposals for amendments in current nomination committee regulations.

No fee shall be paid to the members of the nomination committee. These instructions are applicable until the AGM resolves otherwise.

## Nomination committee for the 2024 Annual General Meeting

The company's nomination committee for the 2024 Annual General Meeting consists of:

- William Gunnarsson, appointed by BWG Invest Sàrl
- Rolf Karlsson, appointed by FV Group AB
- Peter Thelin, appointed by Sjuenda Holding AB
- Thomas Pollare (Chairman of the Board)

## Guidelines for remunerations to senior executives

The 2020 Annual General Meeting resolved to adopt the following guidelines, which shall be in effect until the 2024 Annual General Meeting, for remuneration of senior executives:

AlzeCure Pharma shall offer a total compensation package at market levels that enables skilled senior executives to be recruited and retained. Remuneration to the CEO and other senior executives may consist of basic salary, variable remuneration, other benefits and pension. The basic salary forms the basis of the total remuneration and shall be proportionate to the executive's responsibilities and authority. The variable remuneration must not exceed an amount equal to six months' salary for the executive concerned. The variable remuneration is based on performance in relation to individually defined qualitative and quantitative measures, and also on the performance of the company relative to targets set by the Board of Directors. Pensionable pay consists only of basic salary. Pension benefits shall be offered on market terms in relation to what applies to corresponding executives in the market.

The notice period shall be at least three months if employment is terminated on the initiative of the senior executive and between three and twelve months if terminated by the company. No severance pay is due on termination of employment. Any share and share-related programs shall be decided by the general meeting. Allocations will be made in accordance with the resolutions passed by the general meeting. Other than as follows from employment contracts as described above, the senior executives are not entitled to any benefits after their employment/duties have ended.

The CEO's remuneration shall be set and approved by the Board of Directors. Remuneration to other senior executives shall be set by the Chief Executive Officer. The Board shall follow up and evaluate the application of the guidelines and current compensation structures and compensation levels in the company. The Board of Directors shall be entitled to deviate from the above guidelines for remuneration of senior executives if there is particular reason to do so.

The guidelines apply to employment contracts entered into after adoption of this decision on guidelines, and to any changes made to existing terms after this decision. New guidelines will be adopted at the annual general meeting on May 14, 2024, no major changes are expected.

## Board of Directors

The responsibilities of AlzeCure Pharma's Board are governed by the Swedish Companies Act and the articles of incorporation. According to the Swedish Companies Act, the Board of Directors is responsible for administration and organization, which means it is responsible for such things as establishing objectives and strategies, ensuring that procedures and systems for evaluating objectives are in place; the ongoing evaluation of the company's financial performance and position, and evaluating its operational management. The Board is also responsible for ensuring that the annual accounts and, where appropriate, consolidated financial statements and interim reports are prepared in a timely manner. The Board also appoints the CEO.

Board members are elected annually at the AGM for the period up until the end of the next AGM. According to the company's articles of incorporation, the Board must comprise no fewer than three and no more than ten members without alternates.

### Chairman of the Board

The Chairman of the Board is elected by the Board or where appropriate by the AGM; the Chairman bears particular responsibility for the management of the work of the Board and ensuring that such work is well organized. The Chairman of the Board is also responsible for ensuring the Board evaluates its work annually and that the Board is provided with information sufficient to enable its work to be performed effectively.

The Chairman of the Board is also responsible for ensuring that the Board is provided with satisfactory documentation in support of its work, and for contacts with shareholders on ownership matters and for conveying the views of the owners to the Board.

### Board procedures

In addition to the provisions of the Swedish Companies Act, the Board follows written rules of procedure that are revised annually and adopted by the Board at the statutory annual board meeting held following the AGM in which elections to the Board have taken place. The rules of procedure govern e.g. the allocation of assignments and responsibilities between the board, the Chairman of the Board and the CEO and it specifies the procedure for the CEO's financial reporting.

At the first Board meeting, the Board also sets forth and adopts instructions for the CEO. The Board's work is evaluated on an ongoing basis.

The Board meets according to an annual schedule laid down in advance. In addition to these meetings, further meetings may be arranged to address issues that cannot be referred to a scheduled meeting. In addition to Board meetings, the Chairman of the Board and the CEO maintain a dialog concerning the management of the company.

### Board committees

Based on its size and composition, the Board has decided that the duties and assignments of a remuneration committee and audit committee are best performed by the Board as a whole, and has accordingly decided not to appoint any special committees.

### Compensation to Board members

Compensation to the company's board members is resolved by the shareholders' meeting. The AGM of May 17, 2023 resolved that until the next AGM, a fee be paid in the amount of SEK 250,000 to the Chairman of the Board and SEK 125,000 to the other board members who are not employees of the company.

| BOARD OF DIRECTORS              |              | Attendance at Board meetings | Elected | Holdings, shares <sup>1)</sup> | Holdings, warrants | Independent in relation to the company and company management | Independent major owners |
|---------------------------------|--------------|------------------------------|---------|--------------------------------|--------------------|---------------------------------------------------------------|--------------------------|
| Name                            | Assignment   |                              |         |                                |                    |                                                               |                          |
| Thomas Pollare                  | Chairman     | 8/8                          | 2017    | 1,501,293                      | -                  | No                                                            | Yes                      |
| Ragnar Linder                   | Board member | 8/8                          | 2017    | 49,698                         | -                  | Yes                                                           | Yes                      |
| Ellen Donnelly                  | Board member | 8/8                          | 2018    | -                              | -                  | Yes                                                           | Yes                      |
| Eva Lilienberg                  | Board member | 8/8                          | 2021    | 2,500                          | -                  | Yes                                                           | Yes                      |
| Janet Hoogstraate <sup>2)</sup> | Board member | 5/5                          | 2023    | 25,000                         | -                  | Yes                                                           | Yes                      |

1) Refers to own holding and that of physical related parties and legal persons.

2) Elected at Annual General Meeting May 17, 2023

### Composition of the Board

The company's Board comprises five members including the Chairman, who were elected at the general meeting to serve until the end of the 2024 AGM. All members were elected by the AGM held May 17, 2023. The Board met eight times in 2023. The attendance of individual members at meetings is shown in the table above. All of the meetings during the year followed approved agendas that were provided, together with documentation for each agenda item, to Board members prior to Board meetings. The CEO participates in Board meetings but has no vote. Each scheduled Board meeting includes a review of the current business situation, the company's economic performance and financial position and the outlook for the rest of the year. The minutes recorded at these meetings are decision-making minutes. See pages 45–46 for a description of the members of the Board of Directors.

### The CEO and other senior executives

The CEO is appointed by, and is subordinate to, the Board of Directors and bears primary responsibility for the company's day-to-day administration and its daily operations. The CEO must comply with the Board of Directors' guidelines and instructions. The distribution of assignments between the Board of Directors and the CEO is set forth in the Board's rules of procedure and the CEO's instructions. The CEO is also responsible for preparing reports and compiling information from management prior to Board meetings and presents materials at Board meetings.

According to the instructions for financial reporting, the CEO is responsible for such in AlzeCure and must therefore ensure that the Board of Directors is provided with sufficient information to enable it to evaluate AlzeCure's financial position on an ongoing basis.

The CEO must keep the Board of Directors continuously informed of developments in the company's operations, sales trends, earnings and financial position, the liquidity and credit situation, important business events and other circumstances that the Board is aware of that cannot be regarded as insignificant for the company's shareholders (such as material disputes and the termination of agreements essential to the company and other significant circumstances affecting operations).

Company management, headed by the CEO of the company, consists of people in charge of key business areas at AlzeCure. The CEO and other senior executives are presented in greater detail on pages 47–48.

### Remuneration and employment terms for the CEO and other senior executives

The Board decides on compensation to the CEO, and the CEO decides on conditions for other senior executives and employees.

Compensation to senior executives who are employees can consist of a basic salary, pension and other benefits. Periods of notice and compensation in the event of termination are individual and governed by the applicable employment contract. Compensation to the CEO consists of a fixed monthly salary, as well as a variable potential compensation beginning in 2021. The notice period is six months for the CEO and 12 months if terminated by the company. Under his employment contract, the CEO has the right to compensation from the company amounting to the difference between the CEO's salary at the time the contract is terminated and any new salary the CEO receives during a period of 12 months from the time the contract is terminated. However, this compensation may not amount to more than 60 percent of the monthly salary the CEO received from the company. AlzeCure's employment agreements include provisions under which all intellectual property rights developed by an employee as part of his or her employment will accrue to AlzeCure. The company's employment agreements contain restrictions on competition.

Other than as described above, no senior executive has the right to compensation after termination of employment.

For more information about remuneration to the CEO and senior executives, see note 6.

New guidelines will be adopted at the annual general meeting on May 14, 2024, no major changes are expected.

### Share-related compensation programs

In 2020 the company provided an incentive program with warrants aimed at the Chief Executive Officer. A total of 300,000 warrants were issued. The warrants, which were issued at the market price based on an external valuation as of May 20, 2020, entitled the

holder to subscribe for shares during the period June 15, 2023 – July 5, 2023. The warrants were not exercised.

The company also offered an incentive program in 2023 with warrants, once again aimed at the Chief Executive Officer. A total of 500,000 warrants were issued. The warrants, which were issued at the market price based on an external valuation as of May 17, 2023, entitle the holder to subscribe for shares during the period July 1, 2026 – August 1, 2026. The issue price for newly subscribed shares totaled 150 percent of the volume-weighted average closing price for the company's shares on the Nasdaq First North Premier Growth Market during the 10 trading days preceding the Annual General Meeting on Wednesday, May 17, 2023, which gave a cash price of SEK 6.70 per share. The incentive program also requires the Chief Executive Officer to be active in the company. For more information, please see the minutes from the AGM of May 17, 2023.

The total dilutive effect is 0% as of the closing date.

### Audit

The company's statutory auditor is appointed by the AGM. The auditor must examine the company's annual report, its accounting records and the administration of the Board of Directors and the Chief Executive Officer. Following the end of each financial year, the auditor must submit an auditor's report to the AGM. According to the company's articles of incorporation, it must have one or two auditors and no more than one alternate auditor.

Grant Thornton Sweden AB (Box 7623, SE 103 94 Stockholm, Sweden) has been the company's auditor since 2017, with Camilla Nilsson as auditor-in-charge since 2019. Camilla Nilsson is an Authorized Public Accountant and a member of FAR, the Swedish Institute of Authorized Public Accountants.

Resolutions concerning compensation to auditors are passed by the general meeting. The AGM of May 17, 2023 resolved that the auditor's fee be paid against approved invoice. For more information about remuneration to auditors, see note 5.

## Internal controls

The company has decided not to set up any special function for internal control; instead this task is carried out by the Board of Directors as a whole. Each year, the Board evaluates the need to establish a special internal audit department.

The Board of Directors bears overall responsibility for internal control and for ensuring that the company's financial reporting, management and operations are monitored and controlled in a satisfactory manner. Provisions in the Swedish Companies Act and the Swedish Annual Accounts Act require the inclusion of information about the most important features in AlzeCure's system for internal control and risk management in the company's Corporate Governance Report. In order to maintain good internal control, the Board has established a number of policy documents such as the Board's rules of procedure, the CEO instruction, instructions for financial reporting, and an information and communications policy. AlzeCure's CEO has ultimate responsibility for ensuring that the work on and monitoring of the company's internal control are conducted in accordance with the method decided on by the Board. The overall purpose of internal control is to provide reasonable assurance that the company's operational strategies, objectives and defined risks are monitored and that the owners' investment is protected.

Internal control includes control of the company's organization, procedures and actions. The aim is also to ensure reliable and accurate financial reporting; that the company's financial reporting is performed in compliance with the law and applicable accounting standards and that other requirements are met.

The internal control system also seeks to monitor compliance with the company's guidelines, principles and instructions. Furthermore, the protection of the company's assets and the appropriate and cost-effective use of the company's resources are also monitored. Internal control is also carried out by monitoring by means of the implemented information and business management systems, and by analyzing risks. A review of financial statements and reporting paths takes place at every Board meeting.

See pages 45–48 for more information about the composition of the Board of Directors and the management group.



# Board of Directors and auditor

According to the company's articles of incorporation, the Board must comprise no fewer than three and no more than ten members with no alternates. The Board currently comprises five members with no alternates. The Board members were elected to serve until the end of the 2024 AGM.



## THOMAS POLLARE

**Born:** 1953

Chairman of the Board and Board member since 2017.

**Education/experience:** Thomas Pollare holds an M.D. from Karolinska Institutet and a PhD from Uppsala university. He was previously a partner in the Venture Capital company 3i. He has held VP positions at both Pharmacia Corp and Schering-Plough Inc. He has been responsible for the market approval of several pharmaceutical products in various therapeutic areas and which generated billions in annual sales. Thomas has international experience of board work in major corporations, start-up companies, public companies and private equity investments.

**Current assignments:** Chairman of the Board and CEO of Oncolution AB. Chairman of the Boards of AC Intressenter AB, Sinfonia Biotherapeutics AB, AlzeCure Discovery AB and Stiftelsen AlzeCure. Board member, Psilox AB and Premalux AB.

**Completed assignments (past five years):** Chairman of the boards of A3P Biomedical AB and BioWorks Technologies AB. Member of the boards of Pharmaceuticals Sales & Development Sweden AB, Cereno Scientific AB, Premacure Holding AB, Premacure AB, Xellia Pharmaceuticals ApS, and SSI Diagnostica A/S.

**Holdings:** 1,501,293 shares.

Dependent in relation to the company and company management, but independent in relation to the company's largest shareholders.



## RAGNAR LINDER

**Born:** 1953

Board member since 2017.

**Education/experience:** Ragnar Linder has a Master of Science degree in Chemical Engineering from KTH Royal Institute of Technology. Ragnar is a co-founder of Pygargus, a research company in the field of real-world evidence, which was bought by IMS Health (currently IQVIA) in 2013 and in which Ragnar has held senior positions ever since. He has also held several senior positions in Amgen Nordic (CEO), Aventis, HMR and Hoechst. Ragnar has also been a member of the boards of several biotech, pharmaceutical and CRO companies. Today, Ragnar is an independent consultant.

**Current assignments:** Member of the board of Pharmacologi Uppsala AB, Tegnér Biotech Consulting AB and 3 D Trace AB.

**Completed assignments (past five years):** Member of the board of R. Linder Holding AB.

**Holdings:** 49,698 shares.

Independent in relation to the company, company management, and the company's major shareholders.



## ELLEN DONNELLY

**Born:** 1974

Board member since 2018.

**Education/experience:** Ellen Donnelly has a Ph.D. from Yale University Medical School (USA). Ellen has previously held various executive positions in clinical development, project management, research and strategy at Pfizer. Prior to working at Pfizer, Ellen held various positions in American biotechnology and management consultancy companies. Ellen's experience in Swedish biotech includes CEO of Modus Therapeutics (2016 – 2019) and she is currently CEO of Abliva AB, a biotech company based in Lund focused on mitochondrial disease.

**Current assignments:** CEO, Abliva AB. Board member of Modus Therapeutics Holding AB.

**Completed assignments (past five years):** CEO of Modus Therapeutics Holding AB (publ) and Modus Therapeutics AB. CEO, Epigenetics Division of Juvenescence; CEO, Souvien Therapeutics.

**Holdings:** No holdings.

Independent in relation to the company, company management, and the company's major shareholders.



## EVA LILIENBERG

**Born:** 1956

Board member since 2021.

**Education/experience:** Eva Lilienberg holds an M.Sc. in pharmaceutical sciences. Eva has broad international regulatory and commercial experience. She also has solid experience of drug development from various senior management positions at Merck, Sharp & Dohme (MSD), with a focus on New Products/Regulatory Affairs, and has led international teams with the aim of optimizing development programs to ensure that pharmaceutical products are approved, reimbursed and commercially viable. Eva has worked actively with regulatory bodies such as the FDA and the EMA. She has also held various positions at international pharmaceutical companies such as AstraZeneca and HMR (now Sanofi) and has worked as a consultant at several small and medium-sized pharmaceutical companies. Eva has been certified as a Board member by Styrelseakademien.

**Current assignments:** Consultant and CEO of Kapitel Tre AB. Board member of the Regulatory Affairs section of the Swedish Society of Pharmaceutical Sciences.

**Completed assignments (past five years):** Service Area lead/Principal Consultant for drug development project at NDA Regulatory Services AB.

**Holdings:** 2,500 shares.

Independent in relation to the company, company management, and the company's major shareholders.



## JANET HOOGSTRAATE

**Born:** 1967

Board member since 2023.

**Education/experience:** Dr Janet Hoogstraate has many years of experience in life science, with leading roles at companies such as Astra Zeneca. She has a PhD in Biopharmaceutical Sciences from the University of Leiden in the Netherlands and an eMBA from Hult International Business School. Janet has a strong interest and extensive knowledge in neuroscience research and has held positions such as chairwoman of the board of the Stockholm Brain Institute. Janet is currently CEO of NorthX Biologics AB, and her extensive experience in preclinical research, the field of pain and biotech will be a great asset for AlzeCure.

**Current assignments:** CEO, NorthX Biologics AB. Member of the board and CEO of Hoogstraate Consulting AB. Member of the board of Mireca Medicines GmbH. Member of the Advisory Board for the Dutch Chamber of Commerce in Sweden. Member of the Portfolio Management Board for ENABLE2.

**Completed assignments (past five years):** CEO Valneva Sweden AB.

**Holdings:** 25,000 shares.

Independent in relation to the company, company management, and the company's major shareholders.

## AUDITOR

The company's statutory auditor is appointed by the AGM. According to the company's articles of incorporation, it must have one or two auditors and no more than one alternate auditor.

Grant Thornton Sweden AB (Box 7623, SE 103 94 Stockholm, Sweden) has been the company's auditor since 2017, with Camilla Nilsson as auditor-in-charge since 2019. Camilla Nilsson, born 1973, is an Authorized Public Accountant and a member of FAR, the Swedish Institute of Authorised Public Accountants.

# Senior executives

The management group includes the following people:



## MARTIN JÖNSSON

**Born:** 1968

CEO since January 8, 2020.

**Education/experience:** Martin Jönsson holds an M.Sc. in business from the University of Lund, and has also studied at the University of Freiburg, Germany and the University of Ottawa, Canada. Martin Jönsson has more than 20 years of experience in the global pharmaceutical industry and has held several senior positions, with experience in business development, marketing, sales, alliance management and medical affairs. Previous employers include Roche and Ferring Pharmaceuticals. Martin has worked internationally, including several years in the US.

**Current assignments:** None.

**Completed assignments (past five years):** Senior positions in a variety of fields at Ferring Pharmaceuticals, including business area manager for several therapeutic areas.

**Holdings:** 409,466 shares and 300,000 share options.



## JOHAN SANDIN

**Born:** 1970

CEO 2017–2019, CSO from January 8, 2020.

**Education/experience:** Johan Sandin holds a PhD from Karolinska Institutet with a focus on neuropharmacology and has substantial international academic and industrial experience (>20 years). He has previously worked at AstraZeneca, where he held scientific, project and executive positions in charge of in vitro biology, in vivo pharmacology and biochemical biomarkers within the CNS field.

**Current assignments:** Member of the board and CEO at Sandin Pharma Consulting AB. Member of the board of AC Intressenter AB. CEO of AlzeCure Discovery AB.

**Completed assignments (past five years):** Member of the board and deputy CEO at ArgusEye AB.

**Holdings:** 875,834 shares.

| Name             | Position                     | Employed/<br>worked for<br>AlzeCure | Holdings,<br>shares <sup>1</sup> |
|------------------|------------------------------|-------------------------------------|----------------------------------|
| Martin Jönsson   | Chief Executive Officer      | 2020                                | 409,466                          |
| Johan Sandin     | Chief Scientific Officer     | 2017                                | 875,834                          |
| Birgitta Lundvik | CFO                          | 2017                                | 122,500                          |
| Pontus Forsell   | Head of Discovery & Research | 2017                                | 907,477                          |
| Märta Segerdahl  | Head of Development          | 2021                                | 74,166                           |

1) Refers to own holding and that of physical related parties and legal persons.





### BIRGITTA LUNDAVIK

**Born:** 1967

CFO since 2017.

**Education/experience:** Birgitta Lundvik holds an M.Sc. in business from Uppsala University and an eMBA in finance from the Stockholm School of Economics, Sweden. Birgitta Lundvik has more than 25 years of experience from software development, life science and real estate companies. She has been involved in several M&A projects and has broad experience of venture capital companies.

**Current assignments:** Chairman of the Board of HERAccount AB. Member of the board and CEO of Enable – Finance & Business Development in Sweden AB. Board member of Brf Arken. Alternate member of the board of Helander & Lundvik Ekonomikonsulter AB and Balanced Competence Uppsala Redovisningsbyrå AB.

**Completed assignments (past five years):** Secretary and Treasurer of Favro North America Inc. Deputy chairman of Swedsoft. Chair of the board of LobSor Pharmaceuticals AB. Member of the board and CEO of Hansoft Technologies AB. CEO of Favro AB and Favro Holding AB.

**Holdings:** 122,500 shares.



### PONTUS FORSELL

**Born:** 1967

Head of Discovery & Research, engaged as a consultant since 2017, employed since 2019.

**Education/experience:** Pontus Forsell holds a PhD in Medical Biochemistry & Biophysics from Karolinska Institutet, Sweden. Pontus Forsell has more than 20 years of experience from several biotech and pharmaceutical companies, such as Biolipox, Orexo, Merck and AstraZeneca, in project and management positions. He is an expert in early phase drug development within the disease areas neurology, analgesia and inflammation, as well as respiratory diseases.

**Current assignments:** Member of the board and CEO of Research, Education & Training AB (RETAB).

**Completed assignments (past five years):** None.

**Holdings:** 907,477 shares.



### MÄRTA SEGERDAHL

**Born:** 1956

Head of Development since 2021.

**Education/experience:** Märta Segerdahl holds an MD, a PhD, and is an associate professor; she trained at Karolinska Institutet. Märta has board certification in anesthesia, intensive care and pain medicine. Märta has substantial international, academic and industrial experience in the field of CNS and pain. Following 25 years in clinical medicine, she joined AstraZeneca in 2006, and since then has worked within the global pharmaceutical industry at Grünenthal, Lundbeck and Asarina Pharma, where she has held senior positions in translational medicine, external collaborations and clinical development within the field of CNS.

**Current assignments:** Member of the board and CEO at MS Medical Consulting AB. Board member and Vice President of Christian Storck Management AB.

**Completed assignments (past five years):** Senior positions at Lundbeck A/S, Asarina Pharma Apse.

**Holdings:** 74,166 shares.