

Corporate Governance Report

The Parent Company is the Swedish public limited company, Medivir AB, whose shares are listed on the NASDAQ Stockholm stock exchange. Good corporate governance is an essential component of Medivir's efforts to create value for its shareholders and we endeavor at all times to:

- Generate optimum conditions for active and responsible corporate governance.
- Achieve a well-balanced division of responsibility between owners, the Board of Directors, and the company management.
- Maintain a high level of transparency in relationships with owners, the capital market, employees and society at large.

Compliance with the Swedish Code of Corporate Governance ("the Code")

Medivir has applied the Code since July 1, 2008 and has undertaken to follow best practice, wherever possible, with regard to corporate governance. The company has not deviated from any of the provisions of the Code in 2021.

Decision-making at shareholders' meetings

Medivir's shareholders exercise their right of decision at the Annual General Meeting and any Extraordinary General Meetings. See pages 20–21 for more information about Medivir's share and shareholders.

AGM

Shareholders exercise their control over the company at the AGM or at EGMs. Minutes from and information on Medivir's General Meetings can be found on the website.

2021 Annual General Meeting

The Annual General Meeting was held on May 5, 2021. In all, 13 (13) shareholders attended, either in person or through proxies, representing 28.16 percent (11.96) of the votes. Helena Levander, Chairperson of the Board, was elected to serve as Chairperson of the AGM.

Matters resolved by the AGM:

- Re-election of Board Members Uli Hacksell, Lennart Hansson, Bengt Julander, Helena Levander, Bengt Westermark, and An van Es Johansson and new election of Yilmaz Mahshid. Uli Hacksell was elected to serve as Chairman of the Board.
- The Auditors' fees for the period until the next AGM shall be payable upon approval of their invoice within the framework of the amount quoted.
- Remuneration guidelines to senior executives.
- Procedures for the appointment of the Nomination Committee and its work.
- The Directors' fees for the period until the next AGM were set at a maximum of SEK 1,675,000, divided as follows: The Chairman shall receive SEK 675,000, and the other Members who are not employed by the company shall each receive SEK 250,000.
- Authorization of the Board on one or more occasions before the next AGM, with or without deviation from the shareholders' prefer-

ential rights, to approve the new issue of class B shares in a number that shall not collectively exceed 20 percent of the total number of shares outstanding in the company after exercise of this authorization. Issuance of new shares under the authorization shall be carried out on market terms.

- Resolution on the issue of warrants under a new incentive program.
- Amendment to the articles of association in accordance with the Board's proposal.

Extraordinary General Meetings 2021

The extraordinary general meeting in January 2021 resolved to issue class B shares with preferential rights to existing shareholders to raise about SEK 170 million before transactions costs, as well as the exercise of the overallotment option of SEK 25 million. An additional extraordinary general meeting was held in March 2021 that resolved on a directed issue of shares of about SEK 28 million.



The model reflects the situation as of Dec. 31, 2021 * Tom Morris is hired on a consultancy basis.

2022 Annual General Meeting

The AGM 2022 will be held on May 5, at IVA Conference Centre, Grev Turegatan 16, Stockholm.

Nomination Committee

Under the Nomination Committee procedure adopted at the 2021 AGM, the Chairman of the Board shall contact the three largest shareholders in terms of the number of votes at the end of the third quarter and offer them the opportunity to each appoint a representative to the Nomination Committee. If any of these shareholders waive their right to appoint a representative, the right shall pass to the shareholder with the next largest shareholding after these shareholders. According to the procedure, the Chairman of the Board shall also be a member of the Nomination Committee. The Committee members shall jointly elect a Chairman to lead the work of the Committee.

Nomination Committee duties

The duties have changed over the years in order to comply with the requirements of the Code. The primary duty of the Committee continues, however, to be to propose candidates for election to the Board of Directors. In order to ensure its ability to evaluate the expertise and experience required of Board Members, the Committee must keep itself informed of the Group's strategy and the challenges it will face. The Committee must also take into consideration all applicable rules governing the independence of the Board Members.

The Committee shall also draw up proposals for resolution by the AGM regarding the remuneration and fees payable to: Board Members elected by the AGM but who are not employed by the company, the auditor and Members of the Nomination Committee.

To date, the Committee has not proposed payment of any remuneration to its members. The Nomination Committee proposes candidates for the position of auditor in consultation with the Board of Directors. The Nomination Committee is also tasked with proposing a candidate for election as Chairman of the AGM.

The work of the Nomination Committee ahead of the 2022 AGM

The work begins with a review of a checklist detailing all of the duties of the Committee as prescribed by the Swedish Code of Corporate Governance and by the Nomination Committee's Rules of Procedure as adopted by the AGM. A timetable is also set for the work. A good understanding of Medivir's operations is vital in enabling the members of the Committee to carry out their duties. The Chairman of the Board is responsible for the annual appraisal of the work of the Board, including the efforts of the individual Members of the Board. In 2021 the Board Members responded to a digital questionnaire and the results were compiled by an external supplier. A report based on the results was then jointly discussed at the December Board Meeting, which provided the Board and its Chairman with a good picture of how the Board can improve its work. The Nomination Committee was also informed of the results of these appraisals, including the appraisal of the Chairman of the Board. The Committee

interviewed all Board Members as part of the task of evaluating the Board of Directors. The Committee is thus able to assess the expertise and experience required for Board Members. The Nomination Committee also studied the Group's appraisals of the quality and efficiency of the Auditor's work, including recommendations for auditors and audit fees. The Nomination Committee had held six meetings by March 15, 2022. The Committee's full proposals for the 2022 AGM were published in conjunction with publication of the notice convening the AGM.

The composition of the 2021–2022 Nomination Committee was as follows:

- Karl Tobieson, Chairman of the Nomination Committee, and representing Linc AB
- Jan Särilvik, representing Nordea Fonder
- Anders Hallberg, representing HealthInvest Partners
- Uli Hacksell, Chairman of the Board Medivir AB

Medivir's Nomination Committee has announced that it will propose to the 2022 Annual General Meeting the re-election of board members Uli Hacksell, Lennart Hansson, Yilmaz Mahshid and Bengt Westermark and the election of Anette Lindqvist as new board member. As Chairman of the Board, the Nomination Committee will propose re-election of Uli Hacksell. An van Es Johansson has declined re-election.

Members of the Nomination Committee

The Nomination Committee, ahead of the 2022 AGM (appointed by the biggest shareholders in terms of the number of votes held on Sept. 30, 2021)

Name	Representing	Proportion of votes, % Sept. 30, 2021
Karl Tobieson	Linc AB	10.5
Jan Särilvik	Nordea Fonder	9.0
Anders Hallberg	HealthInvest Partners	7.5
Uli Hacksell	Medivir's Chairman of the Board (convenor)	0.4
Total		27.4

Duties and work of the Board of Directors

The primary duty of the Board is to manage the Group's operations on behalf of the owners in such a way that the interests of the owners, in terms of a long-term healthy return on capital invested, are optimally protected. The Board manages and decides on Group-wide issues such as:

- Strategic orientation and significant objectives.
- Significant issues in relation to the optimization of capital structure, investments, acquisitions, and divestments.
- Monitoring and control of operations, financial position, information provision and organizational issues, including appraisals of the Group's executive management.
- Appointment and, when required, dismissal of the CEO.
- Overall responsibility for setting up efficient systems for internal control and risk management.
- Significant policies.

Composition of the Board of Directors

The Members of the Board shall serve from the end of the AGM at which they were elected until the end of the next AGM.

There is no limit on the number of consecutive periods during which a person may be a Board Member. The Board of Directors elected by the shareholders at the 2021 AGM until the end of the 2022 AGM comprised five Members of the Board and no Deputy Members, including the Chairman of the Board. Women make up 20 percent of the Board. The CEO and CFO also attend Board Meetings. However, they are not present for matters that may involve a conflict of interest, or where it is otherwise inappropriate for them to attend, such as in conjunction with the evaluation of the CEO's work. See page 35 for a presentation of the Members of the Board.

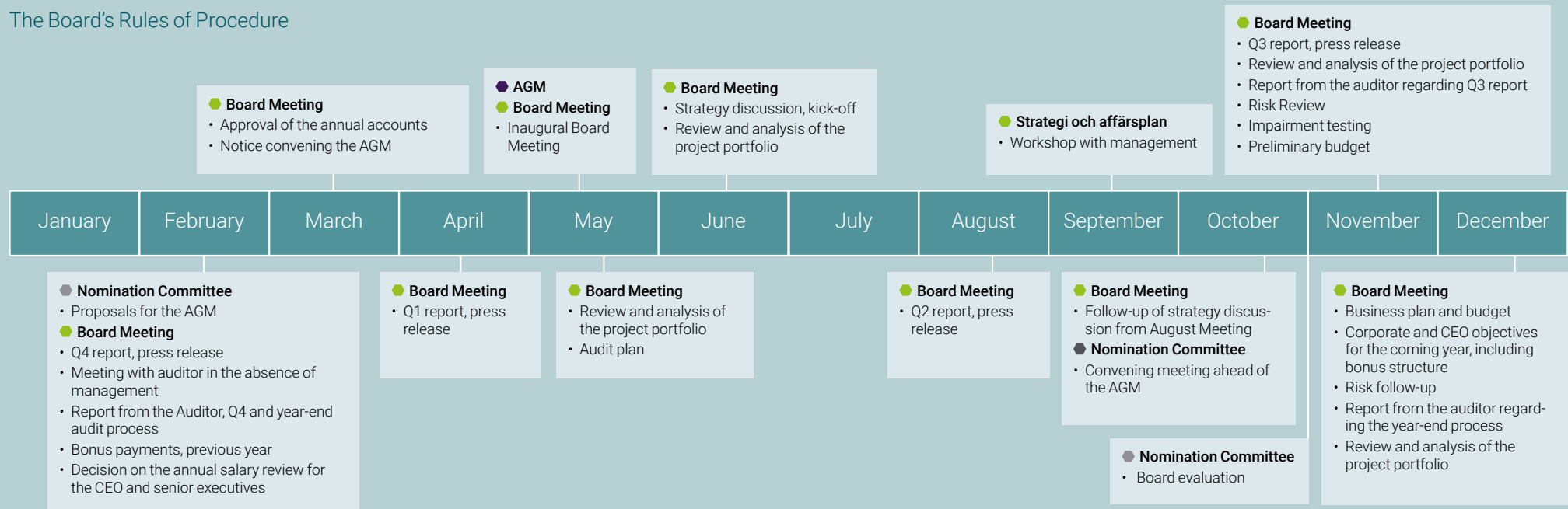
Rules of Procedure and Board Meetings

The Board of Directors adopts written Rules of Procedure every year, clarifying the duties of the Board and regulating the division of labor of the Board, including the role of the Chairman, the decision-making

process within the Board, the Board's schedule of meetings, notices convening Board Meetings, agendas and minutes.

The Rules of Procedure also regulate how the Board shall receive information and documentation in order to ensure its ability to take well-founded decisions. The Board adopts written instructions for the CEO each year, clarifying the CEO's responsibility for the ongoing administration, methods of reporting to the Board, the requirement for internal control instruments, and other matters requiring a decision by the Board or which must be reported to the Board. The Rules of Procedure require an inaugural Board Meeting to be held immediately after the AGM. The Board normally also holds a minimum of six additional Meetings each year. Four of these Meetings are held in conjunction with the publication of the Group's annual and interim reports. Each meeting addresses the company's project portfolio and business development. In addition, at least one meeting addresses specific long-term strategy issues. The budget and economic outlook are addressed at the final Meeting of each calendar year. Additional meetings, incl. telephone conferences, are held as required.

The Board's Rules of Procedure



Responsibilities of the Chairman of the Board

The Chairman is responsible for ensuring that the work of the Board is well-organized, conducted efficiently, and that the Board fulfills its obligations. The Chairman monitors company operations in dialogue with the CEO and is responsible for ensuring that other Board Members receive the information and documentation required to enable a high standard of discussion and decision-making, and for monitoring the implementation of the Board's decisions. The Chairman is responsible for conducting an annual appraisal of the Board's work and for ensuring that the Nomination Committee is provided with the results of the appraisals. The Board has evaluated its work during the year by means of an online questionnaire comprising ca. 50 questions in seven areas. The Board has completed the same questionnaire for four years, for which reason a good description of the trend was obtained. This year's evaluation of the board of directors shows an even and strong result where all seven question areas receives a higher ranking than the previous year. Among the strongest areas are the board's competence, composition and working

climate. The results of the evaluation were presented to the Nomination Committee. The Chairman represents Medivir on ownership issues.

The work of the Board of Directors in 2021

The Board has held 24 minuted Meetings in 2021 at which the Members had the opportunity to participate virtually. The attendance of the individual Members at these Meetings is shown in the table below. All meetings followed an approved agenda which, together with the documentation for every item, was provided to the Members before the relevant meeting. An ordinary Board Meeting usually lasts for just over half a day in order to ensure sufficient time for presentations and discussions.

The CEO and CFO participate in the majority of Board Meetings. Reviews of the current business position, developments relating to ongoing projects, the Group's results and financial position, liquidity and the outlook for the rest of the year are conducted at every ordinary Board Meeting.

A member of Group management usually reviews a relevant strategic issue. The work of the Board during the year largely focused on:

- Development of the project portfolio.
- Financial development and capital acquisition.
- Interim Reports, the Year-end Report, and the Annual Report.
- Collaborations and partnerships.
- Overview of corporate management.
- Reviews of proposals regarding salaries, variable and fixed remuneration.
- Review of the results of, and proposals for, long-term incentive plans.
- Reviews of the company's risk management, governance, and internal controls.
- Reviews of reports from the company's Auditor elected by the AGM, including the Auditor's audit plan.

The Board of Directors' attendance and fees¹

Members elected by the AGM	Elected	Born	Independent	ATTENDANCE (TOTAL	TOTAL REMU-
				NUMBER OF MEETINGS)	NERATION
				Board Meetings	
Uli Hacksell, Chairman	2018	1950	Yes	24/24	675,000
Lennart Hansson	2018	1956	Yes	23/24	250,000
Bengt Julander ^{2,4}	2017	1953	No	9/12	-
Helena Levander ²	2015	1957	Yes	12/12	-
Yilmaz Mahshid ³	2021	1979	Yes	12/12	250,000
An van Es Johansson	2019	1960	Yes	22/24	250,000
Bengt Westermark	2017	1945	Yes	24/24	250,000

1) The attendance of the Board members refers to the year 2021. Total remuneration refers to fees paid to the Board of Directors during the period from May 2021 – April 2022. The fee payable to Members of the Board elected by the Annual General Meeting is determined by the Annual General Meeting in line with a proposal by the Nomination Committee. Fees excludes travel expenses. Differences arise between the maximum fee approved by the Annual General Meeting and the actual amount disbursed, as the actual amount disbursed during the calendar year is a combination of the fees paid between the two most recent General Meetings. See Note 4 on pages 48-49 for the actual amounts disbursed.

2) Resigned at the 2021 AGM.

3) Appointed at the 2021 AGM.

4) Independent in relation to the company and the company management, but not independent in relation to the company's major shareholders.

Group management

The Board appoints the CEO and, where necessary, the Deputy CEO. The CEO leads the work of Group management and is responsible, together with Group management, for ensuring that the operating activities are conducted in accordance with the provisions of the Swedish Companies Act, other legislation and regulations, applicable regulations for listed companies, the Articles of Association, and the CEO's Instructions. Group management has a broad composition of individuals with in-depth and extensive experience of R&D, registration and approval of pharmaceuticals, and the requisite expertise in commercial development, accounting, finance and communication. For a presentation of Group management, see page 36. The role of Group management is to:

- Set goals, allocate resources, and follow up on the performance of the company and the development of the projects.
- Produce information and documentation that enables the Board to take well-founded decisions.
- Implement the strategy adopted by the Board throughout the organization on the basis of the annual strategic work.
- Following up on established goals is a key tool in the management of our operational work.

Guidelines for remuneration to senior executives

Remuneration principles for senior executives at Medivir are determined by the AGM. The proposed guidelines for 2022 are essentially in line with the guidelines applied to date, but have been adapted as a result of certain changes in the Companies Act.

In this context, senior executives refers to the CEO and other members of Group management. The guidelines apply to employment contracts entered into after the adoption of the guidelines by the AGM or AGM-approved amendments to existing terms. Medivir shall offer a competitive total compensation package that promotes recruitment and retention of qualified senior executives. Remuneration payable to senior executives may comprise a fixed salary, performance-related pay, incentive plans approved by the AGM, pensions and other benefits. The fixed salary shall take into account the extent of the individual's responsibilities and their experience.

Performance-based pay, as a cash bonus, may comprise a maximum of 50% of the annual fixed salary. Performance-related pay shall be linked to predetermined and quantifiable criteria formulated in order to promote the company's long-term value creation.

A remuneration report covering the types of remuneration regulated by guidelines adopted by the AGM has been prepared separately and will be presented at the AGM in May 2022.

Evaluation of principles for remuneration to senior executives

In 2021, Medivir has complied with the remuneration principles for senior executives approved by the AGM.

Long-term incentive plans

The purpose of long-term incentive plans is to generate the conditions for retaining and recruiting competent personnel and to offer employees an attractive opportunity to acquire a stake in the Group, so as to encourage continued company loyalty by combining the interests of the shareholders and the employees.

At the beginning of the period, there were 636,699 outstanding warrants in the ongoing incentive program. In January, 57,835 warrants expired in the 2017 program. No shares were subscribed for. During the period, 535,000 warrants were added to the program in 2021. The total number of outstanding warrants at the end of the period amounted to 1,113,864.

Remuneration to senior executives (SEK thousand)

Funktion	Year	Performance-related pay			Severance pay		Pension	Total
		Fixed salary	Benefits	Severance pay	Total			
Former CEO, Uli Hacksell ¹	2021	–	–	–	–	–	–	–
	2020	1,710	0	0	0	1,710	0	1,710
CEO Yilmaz Mahshid ^{2,4}	2021	725	0	33	0	758	249	1,007
	2020	569	669	18	0	1,256	200	1,456
CEO Magnus Christensen ³	2021	1,429	239	0	0	1,668	372	2,040
	2020	–	–	–	–	–	–	–
Other senior executives ⁴	2021	3,661	1,077	55	0	4,793	1,675	6,468
	2020	5,197	1,510	39	0	6,746	1,673	8,419
Total	2021	5,815	1,316	88	0	7,219	2,296	9,515
	2020	7,476	2,179	57	0	9,711	1,873	11,585

1) Uli Hacksell worked as CEO through September 30, 2020.

2) Yilmaz Mahshid acted as CEO during the period 14 September 2020 - 5 May 2021.

3) Remuneration only refers to the period after May 5, 2021, when Magnus Christensen took over as interim CEO.

4) For 2020 and 2021, it includes a subsidy in accordance with the warrant programs approved at the Annual General Meetings in May 2020 and May 2021, respectively. In 2021, the incoming CEO bought 240,000 and other senior executives bought a total of 260,000 warrants. In 2020, the CEO bought 300,000 warrants and other senior executives bought a total of 185,000 warrants.

Audit and audit consulting costs (SEK thousand)

	GROUP	
	2021	2020
PwC		
Audit engagement	384	444
Auditing activities other than audit engagement	135	121
Tax advice	45	52
Valuation services	–	–
Other services	116	350
Total, PwC	680	967
Other auditors		
Audit engagement	–	–
Total	–	–
Total	680	967

In May 2018, the Annual General Meeting approved a new long-term incentive plan with the same structure. In the second quarter of 2018, Medivir's employees purchased 51,864 warrants with a market value of SEK 5.63 each and a strike price of SEK 52.75 per share. The warrants can be exercised to subscribe for new class B shares during the period from December 16, 2021 through January 15, 2022. The 2018 valuation calculation was based on the following figures: term, 3.66 years; strike price, SEK 52.75; VWAP, SEK 39.66; risk-free interest rate, -0.16 percent; volatility, 32 percent. After recalculation caused by the rights issue during the first quarter of 2021, each such warrant entitles the holder to subscribe for 1.16 new B shares in the company at a subscription price of SEK 45.52.

In May 2020, the Board of Directors and the AGM approved a new long-term incentive plan with essentially the same structure. In the second quarter of 2020, Medivir's employees purchased 227,000 warrants with a market value of SEK 1.30 each and a strike price of SEK 31.40 per share. Medivir's employees purchased a further 300,000 warrants in the third quarter of 2020. These warrants were issued at a market value of SEK 1.00 with a strike price of SEK 31.40 per share. The total of 527,000 warrants can be exercised to subscribe for new class B shares during the period from December 1,

2023 through December 15, 2023. The 2020 valuation calculation was based on the following figures: term, 3.58 years; strike price, SEK 31.40; VWAP, SEK 15.70; risk-free interest rate, 0.0 percent; volatility, 41 percent. After recalculation caused by the rights issue during the first quarter of 2021, each such warrant entitles the holder to subscribe for 1.16 new B shares in the company at a subscription price of SEK 27.10.

In May 2021, the Board of Directors proposed and the AGM approved a new long-term incentive program. During the second quarter 2021, Medivir employees bought 230 000 warrants at a market value of 1.00 each with an exercise price of SEK 13.79 per share. In the fourth quarter 2021, Medivir employees bought an additional 305 000 warrants of which incoming CEO bought 240 000. These warrants were issued at a market value of SEK 1.71 each with an exercise price of SEK 13.79 per share. The warrants may be exercised to subscribe for new class B shares during the period from 1 December 2024 up to and including 15 December 2024. The valuation calculation for 2021 was based on the following figures: term, 3.60 years; strike price, SEK 13.79; VWAP, SEK 7.88; risk-free interest rate, 0.4 percent; volatility, 41 percent.

Election of auditors

The duties of the Nomination Committee include proposing an auditor to the AGM.

Öhrlings PricewaterhouseCoopers AB (PwC) was appointed as the company's external auditors for a one-year period up to and including the 2022 AGM. Tobias Stråhle, Authorized Public Accountant, is the Auditor-in-Charge for Medivir.

- The auditors work according to an audit plan and report their observations on a rolling basis to the Board, both during the course of the audit and in conjunction with the preparation of the annual accounts.
- The auditors review one interim report and the annual financial statement in order to assess their accuracy, completeness and the correspondence of the accounts with generally accepted accounting practice and relevant accounting principles.
- The Auditor-in-Charge attends the AGM at which he or she presents details of the audit work and observations made.

Auditors' fees

Fees for auditing Medivir's accounts are determined by the AGM in line with proposals by the Nomination Committee. Auditors' fees in 2021 and 2020 are shown in the table on page 32.



The Board of Directors' Internal Controls Report

Internal control

The following presentation comprises the Board of Directors' report on Internal Controls. The purpose of internal controls is to shed light on Medivir's systems for monitoring and controlling operational risks in relation both to strategy and operational practice and to compliance with legislative and regulatory requirements. It shall also provide reasonable assurance of the reliability of the external financial reporting. The internal controls include, amongst other things, a control environment, risk assessment, control activities, information and communication, and monitoring.

The Board has evaluated the need to appoint a special function for internal audit, but has assessed that the company's size and the nature of the business do not justify this.

Control environment

Medivir's internal control structure is based on the division of labor between the Board of Directors, the CEO and other members of the management team. Medivir is also subject to the guidelines and regulations issued by the Swedish Medical Products Agency with regard to research and trials of potential new pharmaceutical products.

Medivir's control environment is based on:

- Steering documents, such as the Board's Rules of Procedure and the CEO's Instructions, quality systems, policies and guidelines.
- Medivir's core values and Code of Conduct.
- The company's organization and the way in which it conducts its operations, with clearly defined roles and areas of responsibility, and delegation of authority.
- The company's quality process and its guidelines, which ensure compliance with the permits issued by the Swedish Medical Products Agency.
- Group-wide planning processes, such as the process for appraisal of the R&D portfolio, the budget process, and performance reviews.

In addition to external laws and regulations, the internal control environment comprises policies and guidelines. These internal steering documents are updated regularly in line with changes in both internal and external requirements. The internal steering documents include:

- The Articles of Association
- The Board of Directors' Rules of Procedure and the written instructions for the CEO
- Guidelines for remuneration to senior executives

- Quality Manual
- Finance Policy
- Information Policy
- IT policy
- Accounting and HR Manuals
- Code of Conduct

Operational and financial reports are drawn up on a monthly and quarterly basis for the Group, the Parent company, the subsidiary companies, operating units and projects. The process includes specific controls that shall be carried out in order to ensure that the reports are of a high quality.

Risk assessment

An effective risk assessment reconciles Medivir's business opportunities and results with the requirements of shareholders and other stakeholders for stable, long-term value growth and control. Medivir continuously updates its risk analysis with regard to the assessment of operational risks. The risk work is reported annually to Group management and the Board of Directors.

Medivir is exposed to the following main risk categories:

- Strategic risks and external risks – such as regulatory approval, competition, price changes and patent protection.
- Operating risks – such as partnerships, uncertainty in the context of research projects, disruptions to production, data security and reliance on key persons and partnerships.
- Financial risks – such as liquidity, interest, currency and credit risks. Medivir's risk assessment is designed to identify and evaluate the most significant risks and to ensure that there are sufficient control points in place during the processes to manage these risks. Policies and guidelines are important steering tools. For a more detailed presentation of risk exposure and the way in which Medivir handles it, see pages 50-52.

Control activities

Procedures and activities have been structured to handle and remedy significant risks. The activities include regular reviews of the research portfolio, internal audits of the quality manual and of compliance with documented procedures for handling clinical projects, review and control of significant suppliers, and monitoring and following up of financial analyses and key ratios.

Risk management during the current Covid-19-pandemic

During the year, the Board's risk assessment paid special attention to how the consequences of the covid-19-pandemic affect the company and what possible risks the pandemic may pose to the company's future development and any risks that may affect financial reporting going forward.

Information and communication

Medivir has information and communication pathways that are designed to promote the completeness and accuracy of the external communication. The Board of Directors approves the consolidated annual accounts and the year-end financial statement, and tasks the CEO with presenting quarterly reports in accordance with the Board's Rules of Procedure. All financial reports are published in accordance with applicable regulations. External information is communicated through channels such as the Medivir website (www.medivir.com), where quarterly reports, year-end financial statements, annual reports, press releases and news are published. The Board of Directors and management receive ongoing reports on the Group's position, profit performance, and operational development in terms of the status both of research projects and other business-critical areas. The most important communication channels within the company include the intranet, where quality systems, policies, guidelines and information are published, and regular information meetings for all members of staff.

Monitoring

The Board of Directors regularly reviews the Group's development projects and business development strategy, as well as all financial reporting and liquidity.

The Board of Directors' follow up of internal control is mainly carried out by Medivir's auditors, who review operations in accordance with a set audit plan and follow up annually on selected aspects of the internal controls annually within the framework of the statutory audit. Once an audit is completed, observations are reported back to the Board on a rolling basis. The Auditor-in-Charge also attends at least one Board meeting per year and reports the observations made during the audit for the year and the operational routines. The practice on these occasions is to set time aside for specific discussions not attended by the CEO or other employees.

Board of Directors



Uli Hacksell

Born: 1950.

Title: Member of the Board since 2018.

Education: Pharmacist and PhD.

Background: Senior positions at major pharmaceutical and biotech companies for over 25 years and more than 10 years' experience as CEO of publicly held companies. As CEO of ACADIA Pharmaceuticals between 2000 and 2015, he led its development from a private start-up company to a public, multibillion-dollar company. In the 1990s, he held senior positions at Astra AB, prior to which he was a Professor of Organic Chemistry at Uppsala University.

Other directorships: Chairman of the Board of Annexin Pharmaceuticals AB. Member of the Boards of Active Biotech, InDex Pharmaceuticals AB and SynAct Pharma AB.

Shares in Medivir: 250,000 class B shares.



Lennart Hansson

Born: 1956.

Title: Member of the Board since 2018.

Education: Ph.D. in Genetics from Umeå University.

Background: Extensive experience in senior positions in the fields of pharmaceutical and commercial development in both biotech and pharmaceutical companies, such as KabiGen AB, Symbicom AB, AstraZeneca, and Biovitrum AB, and as CEO of Arexis AB. Responsible for Industrifonden's life sciences operations between 2008 and 2016. He has held seats on the Boards of over 30 companies and is also a co-founder of two pharmaceutical development companies.

Other directorships: Member of the Boards of InDex Pharmaceuticals AB and Calliditas Therapeutics AB. Chairman of the Boards of Cinclus Pharma Holding AB, Ignitus AB and Sixera Pharma AB.

Shares in Medivir: 20,000 class B shares.



Yilmaz Mahshid

Born: 1979.

Title: Member of the Board since 2021.

Education: Ph.D. Medical Sciences, Karolinska Institutet.

Background: Former CFO at Pled-Pharma and among others responsible for the listing of the company at Nasdaq Stockholm Main Market. Prior to that Investment Manager & Controller at Industrifonden and healthcare analyst at Pareto Securities and Öhman Fondkommission. Started his career as a researcher at Karolinska Institutet and later at the pharmaceutical companies Biolipox and Orexo. Board assignments in Index Pharmaceuticals, Mahshid Advisors and Venaticus Capital.

Other directorships: Member of the Board of Mahshid Advisors.

Shares in Medivir: 25,000 class B shares.

Warrants in Medivir: 300,000.



An van Es-Johansson

Born: 1960.

Title: Member of the Board since 2019.

Education: Physician from Erasmus University, Rotterdam, the Netherlands.

Background: Extensive international experience in the life science sector and has held several leading positions in Clinical Development, Medical Affairs, Business Development and Commercial at Pharmacia and Swedish Orphan Biovitrum in Sweden, Eli Lilly in the Netherlands and Roche in the US and Switzerland. She has also worked in biotech and at startup companies. An is an entrepreneur and professional coach.

Other directorships: She is a Member of the Boards of Lumos Pharma, Savara Pharmaceuticals Inc, PLUS Therapeutics and Agendia BV.

Shares in Medivir: 0.



Bengt Westermark

Born: 1945.

Title: Member of the Board since 2017.

Education: Professor of Tumor Biology at Uppsala University, Faculty of Medicine, since 1986.

Background: Dean of the Faculty of Medicine at Uppsala University, 1996–2002, and Vice-Rector of Medicine and Pharmacy, 1999–2002. Chairman of the research board of the Swedish Cancer Society, 2003–2013. He has published over 300 papers in scientific journals, primarily on the mechanisms governing the uncontrolled growth of cancer cells. Member of the Royal Swedish Academy of Sciences, the European Molecular Biology Organization, and the European Academy of Cancer Sciences.

Other directorships: Member of the Board of Hamlet Pharma AB and various advisory groups for medical research funding.

Shares in Medivir: 16,000 class B shares.

Refers to the shareholding on March 15, 2022. See website for current holdings.

Management



Jens Lindberg

Born: 1971.
Title: Chief Executive Officer.
Education: Bachelor of Science in Business Administration.
Employed: 2022.
Background: 25 years of experience from pharmaceutical industry spanning global and local responsibilities. Has led product strategy development for late stage compounds preparing for regulatory approval and commercialisation as well as execution of launch for multiple compounds in speciality care. Primary area of focus in the past 10 years in the field of Oncology. Experience also includes interim CEO role for Sedana Medical AB and Director Investor Relations at AstraZeneca.
Shares in Medivir: 0 class B shares.
Warrants in Medivir: 240,000.



Magnus Christensen

Born: 1974.
Title: Chief Financial Officer.
Education: B.Sc. in Economics and Business Administration.
Employed: 2019.
Background: Twenty years of experience in business and finance. Previously CFO at O'Learys Trademark AB. Prior to that, Interim CFO at Rebtel and Head of Business Control at ICA Sverige AB. Prior senior positions at Scan AB and SkiStar AB. Experience of finance in listed, private equity and private companies.
Shares in Medivir: 21,000 class B shares.
Warrants in Medivir: 172,500.



Christina Herder

Born: 1961.
Title: EVP, Chief Operating Officer.
Education: Ph.D. in Physical Chemistry from Royal Institute of Technology and Executive MBA from Stockholm University.
Employed: 2017*.
Background: Former CEO of Modus Therapeutics. Prior to that, Director, Corporate Development at Sobi. Responsible for building and leading the Project & Portfolio Management function at Biovitrum. Also Member of the Boards of PCI Biotech, Idogen, Elicera och Beactica.
Shares in Medivir: 10,000 class B shares.
Warrants in Medivir: 50,000.
*Consultant since January 1, 2022



Malene Jensen

Born: 1970.
Title: VP Clinical Development.
Education: PhD in Clinical Neuroscience, Karolinska Institutet, MSc in Molecular Biology, Stockholm University.
Employed: 2021.
Background: More than 15 years' experience of clinical development from large and small pharma such as Sedana Medical, Affibody and Astra Zeneca, as well as from academic innovation platforms. Has led development projects for biologics, small molecules and medical device within several therapeutic areas. More than 20 years' experience of project- and portfolio management.
Shares in Medivir: 0 class B shares.
Warrants in Medivir: 65 000.



Tom Morris

Born: 1963.
Title: Interim Chief Medical Officer.
Education: BSc in Physiology from the University of Wales, medical degrees from the University of Wales College of Medicine and Master of Laws degree from Cardiff Law School.
Employed: 2020*.
Background: More than 20 years of experience within drug development, mostly in oncology. Previously at Medeval Ltd and more recently at AstraZeneca. He has overseen the clinical development of several global drug programs, interacting with regulatory agencies, external clinical experts and academic groups worldwide. Fellow and former Board member of The Faculty of Pharmaceutical Medicine, and previously chair of its Ethical Issues committee and a member of its Professional Standards Committee.
Shares in Medivir: 0 class B shares.
Warrants in Medivir: 0.
*Consultant



Fredrik Öberg

Born: 1965.
Title: Chief Scientific Officer.
Education: Doktor in Medicinsk Vetenskap vid Uppsala Universitet.
Employed: 2011.
Background: More than 25 years of experience in cancer research. Over the past 10 years, focused on industrial drug discovery in oncology. Prior to that he managed an academic research group at Uppsala University as principal investigator, and has initiated several innovative scientific projects in cancer biology. He has published more than 50 scientific articles and holds several patents. Associate professor of Experimental Pathology at Uppsala University.
Shares in Medivir: 69,172 class B shares.
Warrants in Medivir: 157,500.

Refers to the shareholding on March 15, 2022. See website for current holdings.