



Auditor's report in accordance with Chapter 8, section 54 of the Swedish Companies Act (2005:551) on whether the guidelines adopted by the Annual General Meeting regarding remuneration to Group Executive Management have been complied with

To the Annual General Meeting of Medcover AB (publ), corporate identity 559073-9487

We have examined whether the Board of Directors and the Managing Director of Medcover AB (publ), have for 2023, complied with the guidelines on remuneration to Group Executive Management adopted at the General Meeting on 27 April 2022 respectively by the Annual General Meeting on 27 April 2023.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for compliance with the guidelines and for the internal control that the Board of Directors and the Managing Director determine is necessary to ensure compliance with the guidelines.

Auditor's responsibility

Our responsibility is to issue a report, based on our examination, to the Annual General Meeting whether the guidelines adopted by the Annual General Meeting have been complied with. The examination has been performed in accordance with FAR's recommendation RevR 8 *Granskning av ersättningar till ledande befattningshavare i vissa publika aktieföretag* (Examination of Remuneration to Group Executive Management in Listed Companies). This standard requires us to comply with ethical requirements, and also to plan and perform the examination in such manner that we may obtain reasonable assurance about whether the guidelines on remuneration adopted by the Annual General Meetings have been complied with. The audit firm applies International Standards on Quality Management 1, that requires that the firm to design, implement and manage a quality management system including policies or procedures regarding compliance with ethical requirements, professional practice standards and applicable requirements in laws and regulations.

We are independent of Medcover AB (publ) in accordance with good auditing practice in Sweden and have fulfilled our ethical responsibilities according to those requirements.

The examination has covered the company's organization and documentation of issues concerning remuneration for Group Executive Management, new decisions concerning remuneration, as well as, a selection of the financial year's payments to Group Executive Management. The procedures selected depend on the auditor's judgement, including assessment of the risk that the guidelines have not, in all material respects, been complied with. In making this risk assessment, the auditor considers internal control relevant to the company's compliance with the guidelines in order to design procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

We believe that our examination provides a reasonable basis for our conclusion.

Opinion

In our opinion the Board of Directors and the Managing Director of Medcover AB (publ) have, during 2023, complied with the guidelines on remuneration to Group Executive Management, which were adopted by the Annual General Meeting on 27 April 2022 respectively by the Annual General Meeting on 27 April 2023.

Stockholm, 22 March 2024

BDO Sweden AB

Karin Siwertz
Authorized Public Accountant