

# Deloitte.

## **Auditors' statement pursuant to Chapter 8, Section 54 of the Swedish Companies Act (2005:551) regarding whether the guidelines for remuneration to senior management have been complied with**

To the Annual General Meeting of Vitrolife AB (publ), corporate identity number 556354-3452

We have reviewed whether the Board of Directors and the Chief Executive Officer of Vitrolife AB (publ) have, in the financial year 2020, complied with the guidelines for remuneration to senior management that were established at the Annual General Meeting on 2 May 2019 and the Annual General Meeting on 15 June 2020.

### *Responsibilities of the Board of Directors and the Chief Executive Officer*

The Board of Directors and the Chief Executive Officer are responsible for ensuring that the guidelines are followed and for the internal control that the Board of Directors and Chief Executive Officer deem necessary to ensure that the guidelines are followed.

### *Auditors' responsibility*

Our responsibility is to submit a statement, based on our review, to the Annual General Meeting regarding whether the guidelines have been complied with. We have performed the review in accordance with FAR's recommendation *RevR 8 Review of Remuneration to Senior Management in Companies Listed on the Stock Market*. This recommendation requires that we comply with ethical requirements and plan and perform the review to obtain reasonable assurance that the guidelines of the Annual General Meeting have been complied with in all material respects.

The review has encompassed the company's organisational structure for and documentation of matters relating to the remuneration of senior management, new decisions taken on remuneration, and a sample of the payments made during the financial year to members of senior management. The auditor decides which measures are to be taken, including an assessment of the risk that the guidelines have not been complied with in all material respects. In making these risk assessments, the auditor considers those parts of the internal control that are relevant to compliance with the guidelines, in order to design audit 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 review provides a reasonable basis for our opinion, as set out below.

### *Conclusion*

In our opinion, the Board of Directors and the Chief Executive Officer of Vitrolife AB (publ) have, in the financial year 2020, with the exception of the total cost for the variable remuneration that is described in the annual report on page 34, complied with the guidelines for remuneration to senior management that were established at the Annual General Meeting on 2 May 2019 and the Annual General Meeting on 15 June 2020.

Gothenburg, 24 March 2021

Deloitte AB

*Signature on Swedish original*

Harald Jagner

Authorized public accountant