

NOTIFICATION OF PARTICIPATION AND FORM FOR POSTAL VOTING

in accordance with section 3 of the Act (2022:121) on temporary exceptions to facilitate the execution of general meetings in companies and other associations

To be received by Nobia AB (publ) no later than Friday, April 29, 2022.

The shareholder set out below hereby notifies the company of its participation and exercises its voting right for all of the shareholder's shares in Nobia AB (publ), reg. no. 556528–2752 at the Annual General Meeting on May 5, 2022. The voting right is exercised in accordance with the voting options marked below.

Shareholder	Personal identity number/registration number

Assurance (if the undersigned is a legal representative of a shareholder who is a legal entity): I, the undersigned, am a board member, the CEO or a signatory of the shareholder and solemnly declare that I am authorized to submit this postal vote on behalf of the shareholder and that the contents of the postal vote correspond to the shareholder's decisions

Assurance (if the undersigned represents the shareholder by proxy): I, the undersigned, solemnly declare that the enclosed power of attorney corresponds to the original and that it has not been revoked.

Place and date	
Signature	
Clarification of signature	
Telephone number	E-mail

Instructions:

- Complete the information above
- Select the preferred voting options below
- Print, sign and send the form by mail to Nobia AB, "Annual General Meeting" c/o Euroclear Sweden, Box 191, SE-101 23 Stockholm, Sweden, or by e-mail to GeneralMeetingService@euroclear.com. Shareholders who are natural persons may also cast their votes electronically through verification with BankID via Euroclear Sweden AB's website <https://anmalan.vpc.se/euroclearproxy>.
- If the shareholder is a natural person who is personally voting by post, it is the shareholder who should sign under Signature above. If the postal vote is submitted by a proxy of the shareholder, it is the proxy who should sign. If the postal vote is submitted by a legal representative of a legal entity, it is the representative who should sign
- A power of attorney shall be enclosed if the shareholder submits its postal vote by proxy. If the shareholder is a legal entity, a registration certificate or corresponding document for the legal entity shall be enclosed with the form
- **Please note that a shareholder whose shares are registered in the name of a bank or other nominee must register its shares in its own name to vote.** Instructions regarding this are included in the notice convening the meeting.

A shareholder cannot give any other instructions than selecting one of the options specified at each item in the form. If a shareholder wishes to abstain from voting in relation to a matter, kindly refrain from selecting an option. A vote (i.e. the postal voting in its entirety) is invalid if the shareholder has provided the form with specific instructions or conditions or if pre-printed text is amended or supplemented. One form per shareholder will be considered. If more than one form is submitted, the form with the latest date will be considered. The form latest received by the company will be considered if two forms are dated at the same date. An incomplete or wrongfully completed form may be discarded without being considered.

The form, together with any enclosed authorization documentation, shall be received by Nobia AB (publ) no later than Friday, April 29, 2022. A postal vote can be withdrawn up to and including April 29, 2022 by contacting Euroclear Sweden AB by e-mail to GeneralMeetingService@euroclear.com.

For complete proposals regarding the items on the agenda, kindly refer to the notice convening the Annual General Meeting and Nobia's website.

For information on how your personal data is processed, see the integrity policy that is available at Euroclear's website <https://www.euroclear.com/dam/ESw/Legal/Privacy-notice-bolagsstammengelska.pdf>

Annual General Meeting in Nobia AB (publ) on May 5, 2022

The voting options below comprise the proposals submitted by the Board of Directors and the Nomination Committee, included in the notice convening the Annual General Meeting and held available on the company's website.

<p>2. Election of Chairman of the Meeting</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>3. Preparation and approval of the voting list</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>4. Approval of the agenda</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5. Election of one or two persons to verify the minutes</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>6. Determination as to whether the Meeting has been duly convened</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>9. Resolution regarding the adoption of the income statement and the balance sheet, and of the consolidated income statement and the consolidated balance sheet</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>10. Resolution regarding appropriation of the company's profit according to the adopted balance sheet</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11. Resolution regarding the discharge from liability for the members of the Board of Directors and the President for 2021</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.1 Nora F. Larssen</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.2 Marlene Forsell</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.3 Carsten Rasmussen</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.4 Jan Svensson</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.5 Arja Taaveniku</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

<p>11.6 Per Bergström</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.7 Mats Karlsson</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.8 Bekke Söderhielm</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.9 Dennis Pettersson</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>11.10 Jon Sintorn (as President)</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>12. Determination of the number of members and deputy members of the Board of Directors, and auditors and deputy auditors</p>
<p>12.1 Members and deputy members of the Board of Directors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>12.2 Auditors and deputy auditors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>13. Determination of fees to the Board of Directors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>14. Election of the members of the Board of Directors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>15. Election of the Chairman of the Board of Directors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16. Election of, and fee to, the Auditors</p>
<p>16.1 Election of Auditors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>16.2 Fee to Auditors</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>17. Election of members of the Nomination Committee and election of the Chairman of the Nomination Committee</p>
<p>17.1 Election of members</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>17.2 Election of the Chairman</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>18. Approval of remuneration report</p> <p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>

19. Proposal regarding remuneration guidelines and other employment conditions for senior executives

Yes No

20. Proposal regarding authorisation for the Board of Directors to acquire and sell treasury shares

Yes No

21. Proposal regarding (A) the Performance Share Plan 2022 and (B) transfer of bought-back shares under the Performance Share Plan 2022

21.a) Performance share plan

Yes No

21.b) Transfer of bought back shares

Yes No